**Falkland Islands Hockey Association Ltd**

**Anti-bullying policy**

**The Falkland Islands Hockey Association will:**

* recognise its duty of care and responsibility to safeguard all participants from harm
* promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
* seek to ensure that bullying behaviour is not accepted or condoned
* require all members of the association to be given information about, and sign up to, this policy
* take action to investigate and respond to any alleged incidents of bullying
* encourage and facilitate all participants to play an active part in developing and adopting a code of conduct to address bullying
* ensure that coaches are given access to information, guidance and/or training on bullying keep a record of instances of bullying – repeat offenders or severe incidents will trigger a disciplinary meeting which may lead to disqualification from games/league(s)/training and/or removal of membership.

**Each participant, coach, volunteer or official will:**

* respect every player’s need for, and rights to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available
* respect the feelings and views of others
* recognise that everyone is important and that our differences make each of us special and should be valued
* show appreciation of others by acknowledging individual qualities, contributions and progress
* be committed to the early identification of bullying, and prompt and collective action to deal with it
* ensure safety by having rules and practices carefully explained and displayed for all to see
* report incidents of bullying they see on a behaviour incident report form – by doing nothing you are condoning bullying.

**Bullying**

It is important to note that players with a disability, from ethnic minorities, people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.

* all forms of bullying will be addressed
* everybody in the association has a responsibility to work together to stop bullying
* bullying can include online as well as offline behaviour
* bullying can include: -
  + physical pushing, kicking, hitting, pinching etc.
  + name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
  + posting of derogatory or abusive comments, videos or images on social network sites
  + racial taunts, graffiti, gestures, sectarianism
  + sexual comments, suggestions or behaviour

unwanted physical contact

**Support to the targeted participant**

* All participants should know who will listen to and support them
* systems should be established to enable all participants, especially children or adults at risk to talk about bullying or any other issue that affects them
* potential barriers to talking (including those associated with a participant’s disability or impairment) need to be identified and addressed at the outset to enable victims especially children or adults at risk to approach adults for help
* children should have access to Helpline numbers (28888)
* anyone who reports an incident of bullying will be listened to carefully and be supported
* any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
* children and adults at risk being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development
* those who bully will be supported and encouraged to stop bullying
* sanctions for those bullying others that involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, will be avoided.

**Support to the parents/guardians of children and adults at risk**

* parents/guardians are advised on and agree to the association’s bullying policy and practice via the players registration form
* any incident of bullying will be discussed with the child’s parent(s)/guardians
* parents will be consulted on action to be taken (for both victim and bully) and agreements made as to what action should be taken
* information and advice on coping with bullying will be made available support should be offered to the parent(s) including information on other agencies or support lines.

**Useful contacts**

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| Organisation | Contact Details | Further Information |
| SafeNetwork | <http://www.safenetwork.org.uk> | Guidance on how to deal with sexting |
| Kidscape | [www.kidscape.org.uk](http://www.kidscape.org.uk) | Anti bullying guidance |
| Childline | [www.childline.org.uk](http://www.childline.org.uk)  28888 | A private confidential service for children |
| The Cybersmile Foundation | [www.cybersmile.org](http://www.cybersmile.org) | Combating online bullying |
| Bullying UK | [www.bullying.co.uk](http://www.bullying.co.uk) | Advice and support for those being bullied |

Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)