

Cowick Cats Netball Club Anti-Bullying Policy

1. Statement of Commitment

Cowick Cats Netball Club is committed to providing an environment where all members, players, coaches, volunteers, and officials are treated with dignity and respect. Bullying and harassment will not be tolerated in any form. Every individual involved with our club has the right to participate in a safe and inclusive environment, free from intimidation, abuse or discrimination.

2. Scope

This policy applies to:

- All members of Cowick Cats Netball Club
- Coaches, volunteers, parents/carers, and spectators
- Participants in club activities and competitions

It covers all types of bullying and harassment, whether between adults, young people, or across age groups.

3. Definitions

- Bullying: Repeated, intentional behavior that hurts someone physically or emotionally. It can be verbal, physical, social, or cyber-based.
- Harassment: Unwanted conduct affecting the dignity of individuals. It includes inappropriate comments, gestures, and online behavior.
- Victimisation: Treating someone unfairly because they've made or supported a complaint.

4. Forms of Bullying and Harassment

Examples include:

- Spreading malicious rumours
- Name-calling, insults, or offensive jokes
- Social exclusion or intimidation
- Unwelcome physical contact or sexual advances
- Cyberbullying via social media, messaging, or email
- Misuse of power by setting someone up to fail or constantly criticising

5. Policy Application

We aim to:

- Promote respectful behavior and a culture of inclusion
- Encourage reporting of concerns without fear of reprisal
- Resolve issues quickly, sensitively, and fairly
- Support victims and address unacceptable behavior

Informal Resolution:

Where appropriate, individuals are encouraged to:

- Speak directly with the person causing concern
- Seek support from a trusted adult or club Safeguarding Officer
- Use mediation or informal discussions facilitated by the club

Formal Resolution:

When informal methods do not resolve the issue, a formal complaint can be made by:

- Completing the Cowick Cats Bullying & Harassment Complaint Form
- Submitting it to the Club Safeguarding Officer

An investigation will be conducted confidentially, and appropriate action will be taken, which may include:

- Mediation
- Disciplinary measures
- Support or referrals for those involved

6. Roles and Responsibilities

- All Members: Expected to uphold respectful behavior and report any concerns
- Club Safeguarding Officer: First point of contact, responsible for handling complaints and ensuring proper procedures are followed
- Coaches and Volunteers: Role models for behavior, responsible for promoting inclusivity and intervening where necessary
- Parents/Carers: Should be aware of the policy, support children, and communicate concerns to the club
- Young People: Encouraged to speak out and seek help from trusted adults or their designated mentor

7. Monitoring and Review

- This policy will be reviewed annually or following any incident
- Records of formal complaints will be held confidentially
- Data on complaints will be used to improve safeguarding and training

8. Support Contacts

- Club Safeguarding Officer: [Insert Name & Contact Info]
- England Netball Compliance Team: zerotolerance@englandnetball.co.uk | Tel: 01509 277850
- National Bullying Helpline: www.nationalbullyinghelpline.co.uk | 0845 22 55 787
- NSPCC Childline: 0800 1111 | www.childline.org.uk
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Appendix A – Harassment and Bullying Complaints Form

All information disclosed on this form will be treated in the strictest confidence and will not be retained on your personal record file.

Upon completion of this form, it should be forwarded to the Club Safeguarding Officer and marked 'Private and Confidential'. Following receipt of this form, a meeting will be arranged to discuss your complaint.

YOUR NAME:

PREFERRED CORRESPONDENCE ADDRESS:

PREFERRED CONTACT NUMBER:

YOUR ROLE IN THE CLUB (e.g., player, coach, volunteer):

YOUR LINE MANAGER OR CONTACT (if applicable):

Please give details below of the incident(s) causing you to make a formal complaint. Include names, dates, times, and witnesses where known:

Do you believe the actions described are discriminatory (e.g., based on gender, race, age, etc.)? If yes, please explain:

Have you attempted to resolve the matter informally? If yes, please provide details and outcome:

Signature: _____ Date: _____

Received by Safeguarding Officer: _____ Date Received: _____

Acknowledgement Sent: _____ Investigating Officer(s): _____