



## Anti-bullying Policy

**Bullying of any kind is unacceptable and Bullying will not be tolerated.**

- The RFU and OCRFC have a 'sharing and telling' culture
- Anyone who knows that bullying is happening must tell the Club's Safeguarding Team if a YOUTH player or the relevant Coach or Chairman if ADULT Players
- It is the responsibility of every adult working in rugby whether as a professional or volunteer, to ensure that everyone can enjoy the sport in a safe, enjoyable environment.
- All OCRFC members, coaches, volunteers and parents should have an understanding of what bullying is and be aware of the OCRFC anti-bullying policy.
- Players and families should be assured that they will be supported if bullying is reported.

### Main Signs and Symptoms of Bullying

A person may indicate by signs or behaviour that s/he is being bullied. Bullying can be described as:

- name calling.
- teasing.
- being hit, pushed, pulled, pinched, or kicked.
- having their bag, mobile or other possessions taken.
- receiving abusive text messages.
- being forced to hand over money.
- being forced to do things they do not want to do.
- being ignored or left out.
- being attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin.

### Other Signs and Symptoms

- not wanting to attend training or club activities.
- changing their usual routine.
- beginning to be disruptive during sessions.
- becoming withdrawn anxious or lacking in confidence.
- 'loses' possessions.
- becoming aggressive, disruptive or unreasonable.
- starting to stammer.
- has unexplained cuts or bruises.



All concerns regarding inappropriate or intrusive photography/videoing should be reported to the Club's Safeguarding Team: <https://www.ocrfc.co.uk/club/safeguarding/>