

# RBI Wales Anti Bullying Policy

## Introduction

Sport can and does have a powerful and positive influence on its participants, especially young people. Not only can it provide opportunities for enjoyment and achievement, it can also develop valuable qualities such as self-esteem, leadership and teamwork. These positive effects can only take place if sport is in the hands of those who place the welfare of all participants first and adopt practices that support, protect, and empower them.

The reality, however, is that abuse does sometimes take place in sport, and in some cases coaches and other trusted adults in sport have been convicted of criminal offences and/or disciplined by their National Governing Body (NGB).

This Anti-Bullying Policy is mandatory for all BBF, BSF and BSUK officials, staff and members, and members of all affiliated organisations when engaged in baseball and softball activities with young people. You are expected to adopt, implement, and actively promote all aspects of this Anti-Bullying Policy.

## RBI Wales and its associates 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 prevented.
- Require all participants of the club/organisation/associates to be given information about, and sign up to, this Policy.
- Take action to investigate and respond to any alleged incidents of bullying.
- Give children and young people ownership of the development of the principles of the policy.
- Ensure that coaches are given access to information, guidance and/or training on bullying.
- Implement a mentor system amongst the members/participants of the organisation.
- Develop leadership skills in all participants.

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

- Respect every child's need for, and right 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 any incidents of bullying they see. Doing nothing is not an option.

## RBI Wales' commitments to support the victim and prevent bullying in sport

- All participants of the club/organisation have a responsibility to work together to stop bullying.
- 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 derogatory or abusive comments, videos or images on social network sites;
  - racial taunts, graffiti, gestures or sectarianism;
  - sexual comments, suggestions or behaviour; and
  - unwanted physical contact.
- Our actions will include:
  - Keeping records of what is said (what happened, by whom, when, where).
  - Reporting any concerns to the Club Safeguarding Officer or the school (wherever the bullying is occurring).

## Support to the child

- As part of the introduction to the sport, participants will be introduced to the individuals who will listen to and support them. In the first instance, those people are:
  - Holly Ireland, Chief Executive and Head Coach
  - Fiona Marcenaro, Assistant Coach and Safeguarding officer
- RBI Wales will empower children to be able to talk about bullying or any other issue that affects them with any member of the organisational/coaching staff.
- We will ensure that all of RBI Wales staff/volunteers have diversity training in order to identify potential barriers to talking (including those associated with a child's disability or impairment).
- RBI Wales and its associates are fully committed to equal opportunities.
- All participants will be assessed for potential barriers to talking when they join RBI Wales.
- RBI Wales will ensure that participants are aware of support numbers.
- Anyone who reports an incident of bullying will be listened to carefully and be supported.
- Any reported incident of bullying will be investigated objectively, including listening carefully to all those involved.
- Children being bullied will be supported and assisted to uphold their right to play and live in a safe environment.
- Those who bully will be supported and encouraged to stop bullying.
- Sanctions for those bullying others will be proportional and agreed by the participants.

## Support to parents/guardians

- Parents/guardians will be advised about the club/organisation's bullying policy and practice.
- 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 that action should be.
- Information and advice on coping with bullying will be made available.
- Support will be offered to parent(s), including information on other agencies or support lines.

## RBI Wales' action towards the bully(ies)

- Talk with the bully(ies), explain the situation, and try to get the bully(ies) to understand the consequences of their behaviour. Seek an apology to the victim(s).
- Inform the bully(ies)'s parents.
- Provide support for the victim's coach.
- Impose sanctions as necessary.
- Encourage and support the bully(ies) to change behaviour.
- Hold meetings with the families concerned to report on progress.
- Inform all members of the organisation of action taken.
- Keep a written record of action taken.
- Most 'low level' incidents will be dealt with at the time by coaches and volunteers. However, if the bullying is severe (e.g. a serious assault), or if it persists despite efforts to deal with it, incidents should be referred to the designated Club Safeguarding Officer as in 'Responding to suspicions or allegations' below.

## Responding to allegations or suspicions

It is not the responsibility of anyone working in baseball or softball to decide whether child abuse has or is taking place. However, there is a responsibility to act on any concerns by reporting these to the appropriate officer or the appropriate authorities.

RBI Wales will assure all staff/volunteers that it will fully support and protect anyone who in good faith reports a concern they may have about a child or an adult's behaviour towards a child.

**As an organisation, we commit to implementing this policy and addressing any concerns quickly and within these guidelines.**