**APPENDIX 4**

**Anti-Bullying Policy**

Bullying is not easy to define, can take many forms and is usually repeated over a period of time. The three main types of bulling are: physical (e.g., hitting, kicking), verbal (e.g., racist remarks, threats, name calling) and emotional (e.g., isolating an individual from activities). They shall include:

* Deliberate hostility and aggression towards the victim
* Intimidation or coercion of a person who is perceived to be vulnerable
* An outcome which is always painful and distressing for the victim

Bullying behaviour may also include:

* Other forms of violence
* Sarcasm, spreading rumours, persistent teasing or theft
* Tormenting, ridiculing, humiliation
* Racial taunts, graffiti, gestures
* Unwanted physical contact or abusive/offensive comments of a sexual nature
* So-called “cyber-bullying‟ (via SMS, email, or social networking sites)

It is important to note that bullying can take place in the real world as well as online. Children should be made aware that their online conduct is as important as their face-to-face contact with each other.

Emotional and verbal bullying is more likely; however, it is more difficult to cope with or prove. It is of paramount importance that all clubs develop their own anti-bullying policy to which all its members, coaches, players, staff, volunteers, and parents subscribe to and accept.

Every netball club should be prepared to:

* Take the problem seriously
* Investigate any incidents
* to bullies and victims separately

Decide on appropriate action, such as:

* Obtain an apology from the bully(ies) to the victim
* Inform parents of the bully(ies)
* Insist on the return of items “borrowed‟ or stolen
* Insist bullies compensate the victim
* Hold club discussions on bullying for children and adults (parents/careers) / coaches / volunteers
* Provide support for the coach of the victim. As an example, discuss with the coach how they can be supported during their sessions – consider if they have an assistant coach, how they manage smaller groups of players, professional learning for safeguarding completed etc.