



Charity Number: 1143129

## **Burton Wheelchair Rugby Club Harassment & Anti-Bullying Policy**

### **1. Introduction**

Burton Wheelchair Rugby Club (BWRC) is committed to providing a safe, inclusive, and respectful environment for all members, including players, coaches, volunteers, officials, and supporters. Harassment and bullying have no place in our club and will not be tolerated. This policy outlines our commitment to preventing harassment and bullying and provides procedures for addressing and resolving any incidents that may occur.

### **2. Scope**

This policy applies to all members of BWRC and encompasses all club-related activities, both on and off the field. This includes training sessions, matches, social events, and any other activities associated with the club.

### **3. Definitions**

- **Harassment:** Unwanted conduct related to a protected characteristic (such as race, gender, disability, sexual orientation, etc.) that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.
- **Bullying:** Offensive, intimidating, malicious, or insulting behaviour that undermines, humiliates, or injures the recipient. It can be physical, verbal, or psychological in nature.

### **4. Examples of Unacceptable Behaviour**

- Physical acts of violence or intimidation.
- Verbal abuse, including name-calling, threats, and offensive comments.
- Social exclusion or isolation.
- Spreading malicious rumours or gossip.
- Cyberbullying through social media, email, or other electronic means.
- Any behaviour that denigrates, belittles, or humiliates another person.

## 5. Reporting Procedures

- **Confidentiality:** All reports of harassment or bullying will be treated confidentially and with sensitivity. Information will only be shared on a need-to-know basis.
- **How to Report:**
  - **Immediate Action:** If you feel safe and comfortable, you may choose to address the issue directly with the person involved.
  - **Formal Complaint:** Submit a formal complaint to any club official or designated welfare officer. Complaints can be made verbally or in writing.
- **Supporting Evidence:** When making a complaint, it is helpful to provide details such as dates, times, witnesses, and any other relevant information.

## 6. Response Procedures

- **Initial Assessment:** Upon receiving a complaint, the designated welfare officer will conduct an initial assessment to determine the appropriate course of action.
- **Investigation:** If necessary, a thorough and impartial investigation will be conducted. This may involve interviewing the parties involved and any witnesses.
- **Outcome and Actions:** Based on the findings, appropriate action will be taken. This may include mediation, training, disciplinary action, or referral to external authorities if required.

## 7. Support for Affected Individuals

- **Counselling and Support:** BWRC will provide access to counselling and support services for anyone affected by harassment or bullying.
- **Protection from Retaliation:** Retaliation against anyone who reports harassment or bullying or participates in an investigation is strictly prohibited. Any instances of retaliation will be treated as serious misconduct.

## 8. Prevention Measures

- **Education and Training:** Regular training sessions will be provided to all members to raise awareness about harassment and bullying and to promote respectful behaviour.
- **Code of Conduct:** All members are expected to adhere to the club's Code of Conduct, which promotes respect, inclusivity, and fair play.
- **Monitoring:** The club will regularly review and monitor the effectiveness of this policy and make necessary updates.

## 9. Review and Amendments


This policy will be reviewed annually and updated as needed to ensure it remains effective and relevant. Any amendments will be communicated to all members.

## 10. Contact Information

For any questions or to report an incident, please contact:

- **Designated Welfare Officer:** Glyn Bennett
- **Email:** glyn-bennett@outlook.com
- **Phone:** 07535 695403

By adhering to this Harassment & Anti-Bullying Policy, Burton Wheelchair Rugby Club aims to foster a positive and respectful environment for all its members. Together, we can ensure that everyone feels safe, valued, and included.

Signed: 

**Glyn Bennett**

Chairman

Burton Wheelchair Rugby

Date: 31<sup>st</sup> October 2024