



Every person in sport, in every role, has the right to participate in an environment that is fun, safe and healthy, and to be treated with respect, dignity and fairness.

Bullying denies participants these rights and can result in feelings of disgrace, embarrassment, shame or intimidation. Bullying can also affect an individual's athletic performance, level of enjoyment, work or school life, academic achievement and physical and mental health.

Bullying can occur both on and off the sports field and can involve players, parents, coaches, spectators or umpires.

Fassifern J AFC takes the issue of bullying very seriously.

### **What is bullying?**

Fassifern J AFC deem bullying as deliberately hurting a specific person either physically, verbally, psychologically or socially. It involves a power imbalance where one person has power or strength (eg physical, mental, social or financial) over another. It can be carried out by one person or several people who are either actively or passively involved. In a sports context, bullying can take many forms, for example:

- a parent telling their child that they are incompetent, hopeless, useless, etc;
- a coach alienating a player;
- several people ganging-up on an individual team member;
- players or spectators verbally abusing players from the opposition;
- a player or spectator calling an umpire names;
- a parent intimidating a coach.

Bullying can be a one-off incident, but usually involves repeated actions or incidences. An individual may bully their victim face to face or use technology, such as a mobile phone or computer.

### **Types of bullying.**

**Physical** – pushing, shoving, punching, hitting, kicking, taking away a person's belongings. This may also constitute assault.

**Verbal** – name calling, banter, threatening, teasing, intimidating, yelling abuse, using putdowns.

**Psychological** – ganging up, preventing a person from going somewhere, taking a person's belongings, sending hostile or nasty emails or texts messages.

**Socially** – excluding, alienating, ignoring, spreading rumours.

Bullying behaviour is damaging to all involved: the bully, victim, family members, those that witness the behaviour and the sporting club involved.

### **Signs a person is being bullied:**

A person, especially a child, may not always ask for support when being bullied. They may feel afraid, ashamed or embarrassed and that the person they tell will think they are weak. Victims of bullying may think that they deserve to be bullied, or are 'dobbing' by telling someone what is happening to them.

The following are signs that someone may be being bullied:

- finds excuses for not wanting to attend training (eg feeling sick, has an injury) or talking about hating their sport;
- wants to be driven to training or matches instead of walking;
- regularly the last one picked for team or group activities;
- alienated from social or shared activities;
- has bruising or other injuries;
- becomes uncharacteristically nervous, worried, shy or withdrawn;
- clothing or personal items are missing or damaged;
- repeatedly 'loses' money or possessions;
- suddenly prone to lashing out at people, either physically or verbally.

### **Managing bullying.**

Bullying is more likely to occur in environments that are highly competitive and promote a 'win at all costs' mentality. Fassifern J AFC believe that by emphasising other aspects of sport such as enjoyment, team work, sportsmanship, and skill development, especially at the junior level, that we may be able to prevent bullying behaviours.

Fassifern J AFC will not allow or tolerate bullying behaviour.

### **Bullying – action to take.**

If you are being bullied, use your "High Five" to halt bullying behaviour!

1. Talk Friendly
2. Ignore
3. Walk to a Safe Place
4. Talk Firmly
5. Report Report Report

Children are encouraged to speak to the Youth Advocate in cases of bullying. The Youth Advocate has the Club's full approval to deal with bullying instances as the first level. Whether these incidences are reported to the committee is at the discretion of the Youth Advocate.

If you witness bullying, the following are some actions players, parents, coaches or club administrators can take:

- Take all signs of bullying seriously. Show interest and sympathy with every allegation of bullying and provide support – remember that it takes a lot of courage for a child to admit they are being bullied.
- Ensure the victim is safe.

- Some forms of bullying constitute assault, harassment or discrimination under state and/or federal legislation and are therefore illegal. These instances should be reported to the club President as soon as practicable.

### **Consequences of Bullying**

Fassifern JAFC has a zero tolerance of bullying behaviour. All reports of bullying will be taken seriously and investigated before being acted upon. The committee, coaches, and umpires of our club are all volunteers. Time will not unnecessarily be taken away from children to deal with bullying. Parents/guardians will be expected to take responsibility for their own children's behaviour.

The following process will be followed for all bullying instances, whether reported or witnessed:

- The first instance of bullying reported to the committee, after being discretely investigated, will be relayed to the child's parent or guardian. The parent or guardian is expected to take appropriate action with their child as soon as notified. The child will not be allowed to participate in any club activities, including training and games, until such time as the parent/guardian has spoken to their child in regards to their behaviour, and returned a signed form, (provided at the time of the report) to the President or Secretary. The form will be held on file.
- The second instance of bullying reported to the committee will result in the child being asked to leave the Club. No refund of fees will be granted in this case.

### **Where to get help.**

The first point of contact for a parent of a child, or a child who is being bullied, is the Youth Advocate. In 2016, this is Emily Greenwell.

For more serious incidents or if the Youth Advocate is unavailable, contact either the President or Secretary.

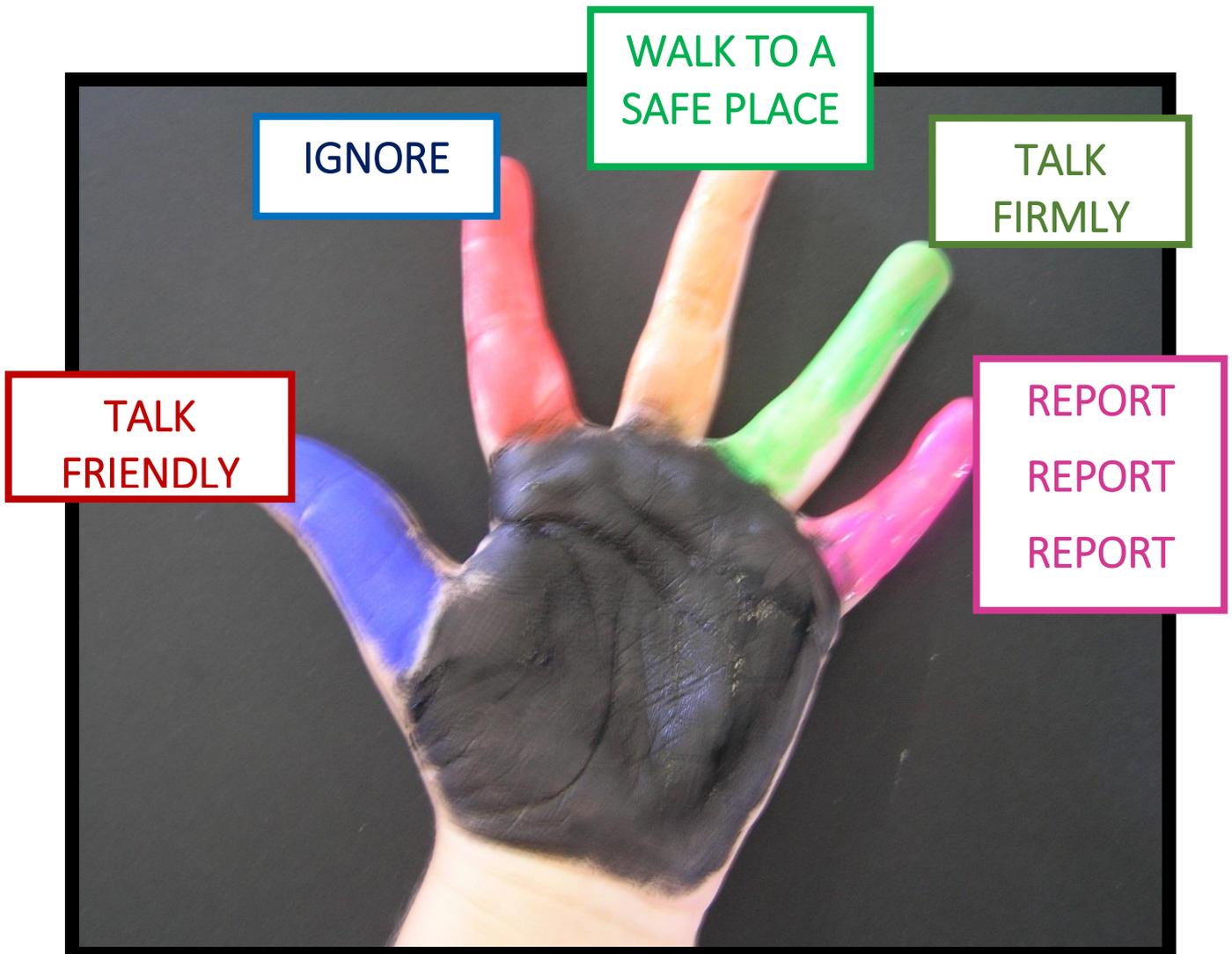
2016: President, Clayton Chisholm: 0408 826 152

Secretary, Halie Hornby: 0427 373 568, halie.hornby@cqumail.com

### **How you can help us.**

- Read and understand this policy.
- Help your child to understand the "High Five" strategy and the effects of bullying on a victim, as well as the consequences of them bullying.
- If you believe your child has been bullied or is bullying others talk to the coach, team manager or committee member for strategies to assist you and your child. A proactive parent will be less likely to have their child expelled from the club.
- Participate. Active supervision of our own children is the best way to ensure they are not being bullied, and are not participating in bullying behaviour. Our coaches have volunteered to teach children the skills of the game and have some fun doing so. If you feel you need to supervise your child closely, ask the coach how you can help at training and games.

# When you need a hand "Use Your High Five"



**DON'T FORGET....USE  
YOUR "HIGH FIVE" TO  
HALT BULLYING  
BEHAVIOUR!**

With thanks to Boonah State School

FASSIFERN J AFC INC  
BULLYING POLICY



I, \_\_\_\_\_, as parent/guardian of \_\_\_\_\_  
acknowledge that I have received a copy of the Fassifern J AFC Bullying Policy.

I acknowledge that I will explain the policy to my child/ren and proactively ensure that they  
abide by the policy for the duration of their membership with the club.

I understand the consequences of my child/ren bullying others.

Signed \_\_\_\_\_ Date \_\_\_\_\_

To be returned to the Secretary and stored on file for the duration of the season.



BULLYING POLICY

INCIDENT REPORT – FIRST INSTANCE

Date \_\_\_\_\_

Child \_\_\_\_\_

Parent/Guardian \_\_\_\_\_

President \_\_\_\_\_

Type of Bullying (tick)  Physical       Verbal       Psychological       Social

Incident \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I, \_\_\_\_\_ as parent/guardian of \_\_\_\_\_  
acknowledge that I have spoken to my child in regards to the above incident. I have explained  
that the behaviour is unacceptable to the club and that should any bullying behaviour occur  
again, he/she will be asked to leave the club. I understand I will not receive a refund of fees  
should this occur.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Signed on behalf of the club \_\_\_\_\_

Print Name \_\_\_\_\_ Position \_\_\_\_\_