

## **DRHC Policy on Anti-Bullying**

DRHC adopts EH's Anti-Bullying Policy and works in accordance within the following framework.

### Introduction:

DRHC is committed to creating and maintaining an environment in which all young people involved in hockey are free from bullying.

### Obligations:

Everyone within DRHC must act in accordance with the general principles in EH's 'Safeguarding & Protecting Young People Policy' and the principles set out in this anti-bullying policy.

### The role of EH:

EH is committed to supporting its affiliated clubs and associations to implement policies through the provision of appropriate access to education and training, and supporting documentation.

EH is also committed to ensuring that concerns relating to bullying of young people in hockey are taken seriously and acted upon swiftly and appropriately. To achieve this they have developed procedures for reporting concerns. EH may refer concerns to the relevant statutory agency, instigate proceedings under its own 'Safeguarding' Complaints and Disciplinary Regulations or refer the matter to a club or association for resolution as appropriate.

### Bullying:

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical but it results in distress to the victim. Instances of bullying can occur not only between young people but also adult to young person. Bullying can be:

- Emotional: persistently being unfriendly, excluding, tormenting, threatening gestures;
- Physical: pushing, kicking, hitting, punching or any use of violence;
- Racist: racial taunts or language, graffiti, gestures;
- Sexual: unwanted physical contact or sexually abusive comments;
- Homophobic: because of, or focusing on the issue of sexuality;
- Verbal: name-calling, sarcasm, spreading rumours, teasing.

It should be noted that bullying may not only occur through face-to-face contact. Increasingly bullying may occur through other forms of communication e.g. internet and the use of social media, email, text.

Principles:

- Everyone within DRHC should have an understanding of what bullying is and of EH's anti-bullying policy.
- Bullying of any kind is not acceptable in hockey and should not be tolerated by anyone, in particular any organisation providing hockey opportunities for young people.
- DRHC wishes to promote an 'open' or 'telling' culture and anyone who knows, or suspects, that bullying is happening must take the matter seriously, and report it in line with EH reporting procedures.
- Any incident or concern of bullying must be acted upon swiftly.