

Policy on Anti-Bullying



Introduction

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

The Hockey Family's obligations

Everyone within the Hockey Family must act in accordance with the general principles in the EHB's Policy on Safeguarding and Protecting Young People in Hockey (pages 6–7) and the principles set out in the EHB's Policy on Anti-Bullying (pages 12–13).

In addition, all affiliated clubs and associations must adopt and implement their own anti-bullying policy in accordance with:

- ▶ The EHB's Policy on Safeguarding and Protecting Young People in Hockey (pages 6–7),
- ▶ The EHB's Policy on Anti-Bullying (pages 12–13)
- ▶ the supporting good practice guidance (Section 3).

How the EHB can help

The EHB 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.

The EHB 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, the EHB has developed procedures for reporting concerns, set out at Section 2 of this document. The EHB may refer concerns to the relevant statutory agencies, instigate proceedings under

its own Safeguarding and Protecting Young People 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 from adults to young people.

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 i.e. internet, e-mail and text messaging.

Principles

- ▶ Everyone within the Hockey Family should have an understanding of what bullying is and the EHB's Policy on Anti-Bullying (pages 12–13).
- ▶ Bullying of any kind is not acceptable in hockey and should not be tolerated by anyone within the Hockey Family, in particular any organisation providing hockey opportunities for young people.

- ▶ The EHB wishes to promote a TELLING culture and anyone who knows, or suspects that bullying is happening must take the matter seriously, and report it in line with the EHB's Reporting Procedures*.
- ▶ Any incident or concern of bullying must be acted upon swiftly.

* Document available online at www.englishockey.co.uk/safe

