



Welford Mixed Hockey Club Anti-Bullying Policy

Welford Mixed Hockey Club (WMHC) adopts England Hockey's anti-bullying policy and works in accordance with the following statement

Introduction:

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

Obligations:

Everyone within WMHC must act in accordance with the general principles in England Hockey's [Safeguarding Policy](#)

How England Hockey will help:

England Hockey is committed to supporting its affiliated clubs to implement policies through the provision of appropriate access to education, training and supporting documents.

England Hockey is also committed to ensuring that concerns related to bullying of young people in hockey are taken seriously and acted upon swiftly and appropriately. To achieve this, England Hockey has developed procedures for reporting concerns. England Hockey may refer concerns to the relevant statutory agencies, instigate proceedings under its own policy, or refer the matter to a club for resolution as appropriate.

Bullying:

Bullying is defined as anything done with the intention of hurting, intimidating, frightening or upsetting another person. Bullying can be in many forms, and causes distress to the victim. Bullying can be between anyone.

Bullying comes in many forms. It can include, but is not limited to:

- Emotional – persistently being unfriendly, excluding, tormenting or threatening
- Physical – pushing, kicking, hitting, punching, any use of violence
- Racist – racial taunts, language, graffiti, gestures
- Sexual – unwanted physical contact, comments, attention or abuse
- Homophobic – because of or focusing on sexuality
- Verbal – name calling, sarcasm, teasing, spreading rumours
- Cyber – any of the other forms of bullying listed above, inflicted as communication via the internet or other technological devices

Principles:

- Everyone within WMHC should have an understanding of what bullying is and of England Hockey's anti-bullying policy
- Bullying of any kind is not acceptable in hockey or at WMHC. It should not be tolerated by anyone, in particular an organisation which provides hockey opportunities for young people
- WMHC wishes to promote a "Telling Culture", where anyone who knows or suspects that bullying is happening takes the matter seriously and reports it with the England Hockey Reporting Procedures
- Any incident or concern of bullying must be acted upon swiftly