

Policy Name: Anti-bullying
Issue Date: 03-Oct-2019
Revision No: 01

Policy No: BHFC10
Previous Issue Date: 03-Oct-2018
Next Revision Date: 03-Oct-2021



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1. Purpose and Scope

To describe the Burnside Heights Football Club Inc (BHFC) community that no form of bullying is acceptable, and that everyone within the clubs community to be alert to signs and evidence of bullying and to have a responsibility to report it to coaches or committee members whether as observer or victim.

To ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.

To seek parental and peer-group support and co-operation at all times.

To reinforce with players and officials safe behaviour with regard to preventing cyber bullying e.g. privacy with regard to log-in, passwords and phone numbers and receipt of unsolicited messages.

Definition:

A person is bullied when they are exposed regularly and over time to negative actions on the part of one or more persons. Bullies are people who deliberately set out to intimidate, exclude, threaten and or hurt others repeatedly. They can operate alone or as a group.

2. Policy

The BHFC will not tolerate bullying or any forms of harassment, whether it be physical, verbal or cyber bullying. The club will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in the team and club environment and in cyber-space.

Implementation:

- Parents, players, club officials and community will be made aware of the club's position on bullying, including cyber bullying.
- The BHFC will:
 - Continue with existing structures and introduce others as seen to be appropriate.
 - Adhere to EDFL and AFL policies, directions and guidelines with regard to bullying, including cyber bullying.

Primary Prevention:

- To provide programs that promote respect towards others. To develop resilience, conflict resolution, assertiveness and problem solving.
- Each team's coach to clarify at the start of each season the club's policy on bullying.
- Club officials and players to promote the philosophy of the AFL's Kids First program.
- To encourage safe use of technology e.g. email, social media etc.

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Early Intervention:

- Rewarding players reporting bullying incidents, including cyber bullying, upon themselves or witnessed.
- Team coaches on a regular basis reminding players to report incidents.
- Parents encouraged to contact coaches or club officials if they become aware of a problem.

Intervention:

- All incidents fully investigated and documented, where appropriate.
- Initial incidents will be referred to the team coach or team manager for investigation. In need the matter will be referred to the committee.
- Subsequent incidents will be referred directly to a club committee member for investigation.
- Parents will be contacted if their child has been a victim of bullying and consequences implemented consistent with the club's Code of Conduct. Parents of the perpetrator will also be contacted.
- Ongoing monitoring of the players social skills.
- Counselling and support to be offered when required.

Post Violation:

- Consequences may involve:
 - Exclusion from training
 - Commencing perpetrators on the Interchange Bench during games
 - Suspension from game or games
 - Club suspension
 - Expulsion from club

FURTHER INFORMATION:

President
Vice President