



TOWNSVILLE BROTHERS RUGBY LEAGUE FOOTBALL CLUB ANTI-BULLYING POLICY

1. Statement of Intent

Townsville Brothers Rugby League Football Club (TBRLFC) is committed to providing a safe, caring and friendly environment for all our players and members. TBRLFC supports and embraces the notion that all persons shall always be provided with dignity and respect. Bullying is unacceptable and shall be treated as a serious matter. Should bullying occur, it is incumbent upon all associated with our Club to 'tell' what is happening and more importantly have knowledge that bullying incidents will be dealt with promptly and effectively. We are a 'telling club' that does not tolerate bullying.

2. What Is Bullying?

Bullying is **unwelcomed behaviour** experienced by a person. This unwelcomed behaviour could take the form of physical attacks, verbal abuse, teasing, name calling, intimidating/derogatory physical (hand) signals, drawings, or purposely being excluded from activities. Unwelcomed behaviour may also be directed towards another person within social media such as Facebook.

3. Bullying can be but is not just limited too

- *Attributes* - Being taunted for having a different build or physically disadvantaged in any way;
- *Emotional* - Being unfriendly, excluding, tormenting (e.g. threats of violence, threatening gestures);
- *Physical* - Pushing, kicking, hitting, punching or any use of violence;
- *Racist* - Racial taunts, graffiti & gestures;
- *Sexual* - Unwanted physical contact or sexually abusive comments;
- *Homophobic* - Because of, or focussing on the issue of sexuality;
- *Verbal* - Name-calling, sarcasm, spreading rumours & teasing; and
- *Cyber* – Misuse of all areas of internet/social media, such as email, internet chat room, Facebook, snapchat etc. and misuse of electronic devices such as digital cameras, mobile phone streaming etc.

4. Why is it important to respond to Bullying?

Everybody has the right to be treated with dignity and respect. Bullying hurts, no one deserves to be a victim of bullying.

5. Policy and Procedure

1. Any person reporting bullying shall be protected and supported.
2. Those that have knowledge/information concerning instances of bullying shall refer the matter to TBRLFC Board Executive:
President – Adam Peluchetti; president@brotherstsv.com.au
Vice President – Roger Whyte; president@brotherstsv.com.au; and
Secretary – Lyndal McCarthy; TBRLFCsecretary@brotherstsv.com.au.
3. Any player or person who feels they are being bullied and or alternatively have information that bullying is occurring, shall be given the time and opportunity to explain what is happening and be reassured they are right to “tell.”
4. The bullying behaviour must be investigated and outcomes identified within 14 days from receipt of initial information & if necessary, police will be consulted.
5. All energies must also be undertaken to identify educational programmes and processes to assist in rehabilitating and modifying a bully’s behaviour.
6. If the behaviour cannot be rehabilitated, then the TBRLFC Board may suspend or deregister the player/person concerned at the absolute discretion of the Board. This decision would be final.
7. In all cases, the TBRLFC Board executive shall appoint an investigative team or investigator that shall undertake all necessary inquiries and investigations and carry out remedial action as is deemed necessary. However, in all cases the investigative priorities shall be three-fold **a)** immediately stop bullying; **b)** reform the behaviour of the bully; and **c)** protect victims and informers.
8. All investigations are to be treated in strict confidence and the executive TBRLFC Board shall only be able to access records of bullying complaints.
9. All players, parents, guardians, volunteers, team and club officials are to make it known to all concerned that bullying will not be tolerated. It shall be emphasised that anyone can be the victim of bullying and that being bullied is not a sign of weakness and does not make the victim a less valuable person.

6. Prevention

1. All players, parents, guardians, volunteers, team and club officials shall have knowledge and comply with this policy;
2. A copy of this document shall be provided to every registered player;
3. A copy of this document shall be provided to every registered official;
4. Copy of this document published on Brothers social media and Web pages;
5. Have open discussions about bullying and why it matters;
6. Utilise the Senior Players Group to assist in selling the message;
7. Educating our team officials about bullying and how to deal with it;
8. Making sure we take the matter of bullying at any level serious;
9. Respect every individual’s feelings and views;
10. Support everyone, including bullies to understand the seriousness of this problem; &
11. Promote the NRL Tackle Bullying Hand – **See attachment one**

Here is the NRL Tackle Bullying Hand. Follow each step in order if you or a friend, classmate or teammate is experiencing bullying. Remember bullying is never acceptable and is not something you have to put up with.



*Step One, **Stand Strong*** - Imagine you are a goal post on an NRL field, it stands strong and upright and can withstand the force of the game of Rugby League. Look down at your feet, imagine that they are planted firmly on the ground, like goalposts on a field. Make sure your body is standing upright and tall – even your shoulders and head. A bully will know from your body language if you are confident or not. If you appear confident the bully might back off.

*Step Two, **Stay Calm*** - Appearing calm and in control is important, particularly as bullies like to get a reaction from you. Stay calm with your body, eyes, and voice. On the inside you will be feeling any number of emotions including sad, angry, lonely or frustrated. This is all very normal and understandable. If you stay calm though the bully doesn't get the reaction they want. The bullying might stop as a result.

*Step Three, **Respond Confidently*** - It is important to respond to bullies in a strong, clear voice. You should let them know that you would like the bullying to stop. Practise this skill

at home in the mirror or to a teddy bear. It is important to choose your words carefully as you do not want to make the situation worse. Be polite and keep the statement short. Examples could include "Please stop bullying me I don't like it" or "I would like the bullying to stop". This gives the bully an opportunity to correct their own behaviour or put themselves in your shoes.

*Step Four, **Walk Away*** - It is important for victims of bullying to walk away and remove themselves from an unsafe situation. Walk away in a confident manner and never stay in a situation where you think you are at risk.

*Step Five, **Report*** - There are a number of reasons why ½ of children who are bullied do not report it. It could be that the victim is scared that reporting will make it worse. No one should have to put up with bullying and you are encouraged to tell **two** trusted adults about what you are experiencing. These adults could include your classroom teacher, parents, family members or a coach. If you are really unsure about who to report to then you can also contact the **Kids Helpline 1800 551 800**.