

BULLYING PREVENTION POLICY

PURPOSE

Crib Point JFNC is committed to providing a safe and respectful environment where bullying will not be tolerated.

The purpose of this policy is to:

- explain the definition of bullying so that there is shared understanding amongst all members of the Crib Point JFNC community
- make clear that no form of bullying at Crib Point JFNC will be tolerated
- outline the strategies and programs in place at Crib Point JFNC to build a positive club culture and prevent bullying behaviour
- ask that everyone in our club community be alert to signs and evidence of bullying behaviour, and understands the importance of reporting bullying behaviour to club committee members
- ensure that all reported incidents of bullying are appropriately investigated and addressed
- ensure that support is provided to club members who may be affected by bullying behaviour (including targets, bystanders, witnesses and club members engaging in bullying behaviour)
- seek parental and peer group support in addressing and preventing bullying behaviour at Crib Point JFNC.

When responding to bullying behaviour, Crib Point JFNC aims to:

- be proportionate, consistent and responsive
- find a constructive solution for everyone
- stop the bullying from happening again
- restore the relationships between the club members involved.

Crib Point JFNC acknowledges that club committee members owe a duty of care to club members to take reasonable steps to reduce the risk of reasonably foreseeable harm, which can include harm that may be caused by bullying behaviour.

SCOPE

This policy addresses how Crib Point JFNC aims to prevent, address and respond to bullying behaviour. Crib Point JFNC recognises that there are many other types of inappropriate behaviours that do not meet the definition of bullying which are also unacceptable at our club. These other inappropriate behaviours will be managed in accordance with our parent and player code of conduct.

This policy applies to all club activities, including games, social events and training. It also applies to bullying behaviour between club members that occurs outside of club hours, where the behaviour impacts on player wellbeing and safety at club.

POLICY

Definitions

Bullying

In 2018 the Education Council of the Council of Australian Governments endorsed the following definition of bullying for use:

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records)

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Bullying has three main features:

- It involves a misuse of power in a relationship
- It is ongoing and repeated, and
- It involves behaviours that can cause harm.

There are four main types of bullying behaviour:

- Physical – examples include hitting, pushing, shoving or intimidating or otherwise physically hurting another person, damaging or stealing their belongings. It includes threats of violence.
- Verbal/written – examples include name-calling or insulting someone about an attribute, quality or personal characteristic.
- Social (sometimes called relational or emotional bullying) – examples include deliberately excluding someone, spreading rumours, sharing information that will have a harmful effect on the other person and/or damaging a person's social reputation or social acceptance.
- Cyberbullying – any form of bullying behaviour that occurs online or via a mobile device. It can be verbal or written, and can include threats of violence as well as images, videos and/or audio.

Bullying can be a form of racism, sexism, homophobia, transphobia or other type of social prejudice when the behaviour is targeted at an individual or group because of a personal characteristic, such as race, religion, sex, sexual orientation, gender identity or disability.

Other distressing and inappropriate behaviours

Many distressing and inappropriate behaviours may not constitute bullying even though they are unpleasant. Club members who are involved in or who witness any distressing and inappropriate behaviours should report their concerns to a club committee member and our club will follow our code of conduct guidelines and/or this Bullying Prevention Policy where the behaviour constitutes bullying.

Mutual conflict involves an argument or disagreement between people with no imbalance of power. In incidents of mutual conflict, generally, both parties are upset and usually both want a resolution to the issue. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.

Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Single-episode acts of nastiness or physical aggression are not the same as bullying. However, single episodes of nastiness or physical aggression are not acceptable behaviours at our club and may have serious consequences for club members engaging in this behaviour. Crib Point JFNC will use its parent and player code of conduct to guide a response to single episodes of nastiness or physical aggression.

Harassment is language or actions that are demeaning, offensive or intimidating to a person. It can take many forms, including sexual harassment and disability harassment.

Discrimination is behaviour that treats someone unfavourably because of a personal characteristic (for example, race, religious belief or activity, disability, sex or intersex status, gender identity or sexual orientation).

Discrimination, harassment, and any other inappropriate behaviour is not tolerated at our club and there may be serious consequences for club members engaging in this behaviour. This includes any form of racism, religious or disability discrimination, sexism, homophobia, transphobia, or any other behaviour that targets an individual or group.

Bullying Prevention

Crib Point JFNC has a number of programs and strategies in place to build a positive and inclusive club culture and relationships to promote wellbeing. We strive to foster a club culture that prevents bullying behaviour by modelling, encouraging and teaching behaviour that demonstrates acceptance, kindness and respect.

Bullying prevention at Crib Point JFNC is proactive and is supported by research that indicates that a whole club, multifaceted approach is the most effective way to prevent and address bullying. At our club:

- We strive to build strong partnerships between the club, families and the broader community that means all members work together to ensure the safety of club members.
- Coaches are encouraged to incorporate team management strategies that discourage bullying and promote positive behaviour.
- The club encourages and supports resilience, assertiveness, conflict resolution and problem solving.
- We promote upstander behaviour as a way of empowering our club members to positively and safely take appropriate action when they see or hear of a peer being bullied.
- Club members are encouraged to look out for each other and to talk to a trusted adult or older peers about any bullying they have experienced or witnessed.
- We participate in the National Day of Action against Bullying and Violence.

Incident Response

Reporting concerns to Crib Point JFNC

Bullying is not tolerated at our club. We ensure bullying behaviour is identified and addressed with appropriate and proportionate consequences. All bullying complaints will be taken seriously and responded to sensitively.

Club members who may be experiencing bullying behaviour, or club members who have witnessed bullying behaviour, are encouraged to report their concerns to club committee members or another trusted adult as soon as possible.

Our ability to effectively reduce and eliminate bullying behaviour is greatly affected by club members and/or parents and carers reporting concerning behaviour as soon as possible, so that the responses implemented by Crib Point JFNC are timely and appropriate in the circumstances.

We encourage club members to speak to Kerry Sorenson our Child Safety Officer. However, club members are welcome to discuss their concerns with any trusted committee members or coaches/team managers.

Parents or carers who develop concerns that their child is involved in, or has witnessed bullying behaviour at Crib Point JFNC should contact Kerry Sorenson, by phone on 0424 375 006 or by email directed to kerrysorenson82@gmail.com.

Investigations

When notified of alleged bullying behaviour, club committee members are required to:

1. record the details of the allegations in the CPJFNC incident log and
2. inform the executive committee

The Child Safety Officer is responsible for investigating allegations of bullying in a timely and sensitive manner. To appropriately investigate an allegation of bullying, the CSO may:

- speak to the those involved in the allegations, including the target/s, the club members allegedly engaging in bullying behaviour/s and any witnesses to the incidents
- speak to the parent/carer(s) of the club members involved
- speak to the coaches of the club members involved
- take detailed notes of all discussions for future reference
- obtain written statements from all or any of the above.

All communications with the CSO in the course of investigating an allegation of bullying will be managed sensitively. Investigations will be completed as quickly as possible to allow for the behaviours to be addressed in a timely manner.

The objective of completing a thorough investigation into the circumstances of alleged bullying behaviour is to determine the nature of the conduct and the club members involved. A thorough understanding of the alleged bullying will inform committee members about how to most effectively implement an appropriate response to that behaviour.

Serious bullying, including serious cyberbullying, is a criminal offence and may be referred to Victoria Police. For more information, see: [Brodie's Law](#).

Responses to bullying behaviours

When the CSO has sufficient information to understand the circumstances of the alleged bullying and the club members involved, a number of strategies may be implemented to address the behaviour and support affected club members in consultation with the CPJFNC committee

There are a number of factors that will be considered when determining the most appropriate response to the behaviour. When making a decision about how to respond to bullying behaviour, Crib Point JFNC will consider:

- the age, maturity and individual circumstances of the club members involved
- the severity and frequency of the bullying, and the impact it has had on the target student
- whether the student/s engaging in bullying behaviour have displayed similar behaviour before
- whether the bullying took place in a group or one-to-one context

- whether the club members engaging in bullying behaviour demonstrates insight or remorse for their behaviour
- the alleged motive of the behaviour.

The CPJFNC committee may implement all, or some of the following responses to bullying behaviours:

- Offer wellbeing support to:
 - the target student or club members
 - the club members engaging in the bullying behaviour
 - affected club members, including witnesses and/or friends of the target student.
- Facilitate a restorative practice meeting with all or some of the club members involved. The objective of restorative practice is to repair relationships that have been damaged by bringing about a sense of remorse and restorative action on the part of the person who has bullied someone and forgiveness by the person who has been bullied.
- Facilitate a mediation between some or all of the club members involved to help to encourage club members to take responsibility for their behaviour and explore underlying reasons for conflict or grievance. Mediation is only suitable if all club members are involved voluntarily and demonstrate a willingness to engage in the mediation process.
- Implement a Method of Shared Concern process with all club members involved in the bullying.
- Facilitate a Player Support Group meeting and/or Behaviour Support Plan for affected club members.
- Prepare a Safety Plan restricting contact between target and club members engaging in bullying behaviour.
- Monitor the behaviour of the club members involved for an appropriate time and take follow up action if necessary.
- Implement cohort, team, or whole club targeted strategies to reinforce positive behaviours
- Implement proportionate disciplinary consequences for the club members engaging in bullying behaviour, which may include removal of privileges, detention, suspension and/or expulsion consistent with our Student Wellbeing and Engagement policy, the Ministerial Order on Suspensions and Expulsions and any other relevant Department policy.

Crib Point JFNC understands the importance of monitoring and following up on the progress of club members who have been involved in or affected by bullying behaviour. Where appropriate, club committee members will also endeavour to provide parents and carers with updates on the management of bullying incidents.

The CPJFNC committee is responsible for maintaining up to date records of the investigation of and responses to bullying behaviour.

COMMUNICATION

This policy will be communicated to our club community in the following ways:

- Available publicly on our club's website
- Included in committee members induction processes
- Discussed at committee members briefings/meetings as required
- Made available in hard copy from club administration upon request

FURTHER INFORMATION AND RESOURCES

This policy should be read in conjunction with the following club policies: **[insert details of your related club policies. A sample list is provided as follows]**

- Statement of Values and Club Philosophy
- Student Wellbeing and Engagement Policy
- Parent Complaints policy
- Duty of Care Policy
- Inclusion and Diversity Policy

Our club also follows Department of Education and Training policy relating to bullying including:

- [Bullying Prevention and Response](#)
- [Cybersafety and Responsible Use of Digital Technologies](#)
- [Equal Opportunity and Human Rights - Club members](#)
- [LGBTIQA+ Student Support Policy](#)

The following websites and resources provide useful information on prevention and responding to bullying, as well as supporting club members who have been the target of bullying behaviours:

- [Bully Stoppers](#)
 - [Report racism or religious discrimination in clubs](#)
 - [Kids Helpline](#)
 - [ReachOut Australia](#)
 - [Lifeline](#)
 - [Bullying. No way!](#)
 - [Student Wellbeing Hub](#)
 - [eSafety Commissioner](#)
 - [Australian Student Wellbeing Framework](#)
- [insert other website or resources that may be useful for your club community]**

EVALUATION

This policy will be reviewed every 2 years, or earlier as required following an incident or analysis of new research or data relating to bullying, to ensure that the policy remains up to date, practical and effective.

Data to inform this review will be collected through:

- discussion and consultation with club members and parent/carers
- regular player, committee members and parent/carer surveys
- assessment of other league-based data, including the number of reported incidents of bullying in each year group and the effectiveness of the responses implemented

POLICY REVIEW AND APPROVAL

Policy last reviewed	May 2024
Approved by	Club Executive group
Next scheduled review date	May 2026

