



Bullying Behaviour

The Northern Ireland Anti-Bullying Forum defines bullying as usually repeated behaviour that intentionally hurts, harms or adversely affects the rights and needs of another or others.

It can take many forms, but the 3 main types are;

- **physical** (e.g. hitting, kicking, theft, unwanted physical contact)
- **verbal** (e.g. racist or sectarian remarks, threats, graffiti, gestures, name-calling) and
- **emotional** (e.g. isolating an individual from the activities and social acceptance of his/her peer group).

Netball NI will not accept bullying behaviour and all forms of bullying will be addressed.

- Children from ethnic minorities, children with a disability, young people who are gay or lesbian, or those with learning difficulties are often more vulnerable to bullying behaviour and may well be targeted.
- Everybody has the responsibility to work together to stop bullying behaviour – the Netball Northern Ireland Staff member, the child, the parent, the coach, the youth worker, the sport's official
- Commitment to the early identification of bullying behaviour and prompt, collective action to deal with it
- Children should be encouraged to take a role in stopping bullying behaviour in their club
- Policy and practice should be reviewed regularly in the light of changing needs and changes adopted by other agencies (e.g. schools)
- Staff/volunteers will have access to training on how to deal with bullying behaviour
- Staff/volunteers will have access to appropriately trained personnel for support when dealing with bullying behaviour

Support to the Child

- Children should know who will listen to and support them
- Any advice and assistance should be given by an experienced staff member or designated officer
- Children should have access to Helpline numbers
- Children should be told what is being recorded, in what context and why
- Systems should be established to open the door to children wishing to talk about bullying and peer abuse or any other issue that affects them. Barriers to talking need to be broken down to enable children to approach adults
- Anyone who reports an incident of bullying behaviour will be listened to carefully and be supported, whether the child is the person experiencing, witnessing or causing the bullying behaviour
- Any reported incident of bullying behaviour will be investigated objectively and will involve listening carefully to all those involved
- Children experiencing bullying behaviour will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development
- Those who display bullying behaviour will be supported and encouraged to stop the behaviour immediately



- Sanctions involving long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, must not be used

Support to the Parents

- Parents should be advised on Netball Northern Ireland’s policy and practice about bullying behaviour
- Any incident of bullying behaviour will be discussed with the child’s parent(s) unless to do so would put the child at further risk
- Parental advice on action will be sought and agreements made as to what action should be taken
- Information and advice on coping with bullying behaviour will be given.
- Support should be offered to the parent(s) including information on other agencies or support lines

Netball Northern Ireland expect all staff/volunteers to:

- Respect every child’s need for, and rights to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect for every individual’s feelings and views
- Recognise that everyone is important and that our differences make each of us special
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see