

ANTI-BULLYING CHARTER

Bullying of any kind is not acceptable within volleyball and should not be tolerated. Newcastle Volleyball Club is committed to the following anti-bullying charter to prevent and manage bullying behaviour by aiming to 'Block It Out' altogether.

We will:

- Respond appropriately and effectively to incidents of bullying.
- Listen and respond to young people's concerns and take appropriate action.
- Take parents/carers' concerns seriously and respond effectively.
- Ensure all staff and volunteers are suitably trained to deal with any incidents.

We aim:

- To create a positive, participative environment for young people.
- To encourage safe, accessible and challenging opportunities for young people.
- To ensure that all young people are able to participate freely in a safe, caring environment.

To achieve this we will:

- Ensure that a young person-centred environment is created during activities.
- Emphasise the positive social values of participation, sharing, helping and encouraging.
- Promote justice and equality in all activities.
- Establish clear ground rules/boundaries for activities.
- Ensure that all staff, coaches, volunteers and officials are offered appropriate training on behaviour management and bullying awareness.
- Work towards continuously improving the quality of activities.

We are committed to taking positive steps to eliminate bullying incidents within activities.

To achieve this we will encourage all participants to behave according to agreed codes of conduct, which will provide a framework of acceptable behaviour.

All participants agree to abide by the following:

- We will not tolerate bullying or harassment of any kind.
- We will be accepting of others regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or social status.
- We will not ignore an incident of bullying and will take all signs of bullying seriously.
- We will use a 'time out' if we feel angry or under pressure, or just need time to calm down.
- We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome.
- We will not join in fights or disturbances.
- We will report any bullying incident to a member of staff/official immediately.
- We will not judge others on the way they speak, their social behaviour, appearance or their ability.
- We will remember that everyone matters, including ourselves.
- We will encourage all young people to speak and share their concerns.

We will encourage our staff, coaches, volunteers & officials to be vigilant & observant at all times.

If incidents of bullying are witnessed our staff, coaches, volunteers and officials will respond by following the procedures set out in the Volleyball England Safeguarding & Protecting Young People Policy.