



Team Solent Sharks Anti-Bullying & Harassment Policy

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Team Solent Sharks Anti-Bullying & Harassment Policy

Introduction

Our anti-bullying and harassment policy sets out how we feel about bullying and harassment as a club or organisation, what we will do to tackle it, and how we'll support members who experience or display bullying behaviour.

The GOV.UK website states there is no specific definition for bullying. However, it is described as behaviour that is:

- Repeated
- Intended to hurt a person – physically or emotionally
- Often aimed at certain groups of people due to race, religion, gender, sexual orientation, or a person's physical/learning difference or medical condition.

This behaviour can take many forms and includes:

- Physical – physically pushing, kicking, hitting, pinching, etc.
- Emotional – name-calling, spreading rumours, persistent teasing and humiliation
- Making threats
- Cyberbullying – posting derogatory or abusive comments, videos, or images on social media; racial, homophobic, transphobic, or sexist comments, taunts, or gestures.

Bullying – A Definition – GOV.UK: [Bullying at school: Bullying - a definition - GOV.UK.](#)

The Anti-Bullying Alliance describes bullying as:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal, or psychological. It can happen face-to-face or online.”

- The ABA also includes behaviour influencing a power imbalance.
- Emotional bullying includes isolating, humiliating, and ridiculing an individual.
- Sexual behaviour includes sexual comments, suggestions, behaviour, and unwanted physical contact.



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For further information on any forms of bullying, please refer to the following website:

Anti-Bullying Alliance – Our Definition of Bullying: [Our definition of bullying](#).

Harassment

Harassment may be defined as any conduct which is:

- Unwanted by the recipient
- Considered objectionable
- Causes humiliation, offence, distress, or other detrimental effects

Harassment may be an isolated occurrence or repetitive; it may occur against one or more individuals. Harassment may be, but is not limited to:

- Physical contact – ranging from touching to serious assault, gestures, intimidation, aggressive behaviour
- Verbal – unwelcome remarks, suggestions and propositions, malicious gossip, jokes and banter, offensive language
- Non-verbal – offensive literature or pictures, graffiti and computer imagery, isolation or non-cooperation, and exclusion or isolation from social activities



Team Solent Sharks Anti-Bullying & Harassment Policy

As a club, Solent Sharks will:

- Recognise its duty of care and responsibility to safeguard all players from harm.
- Promote and implement this anti-bullying and harassment policy alongside our safeguarding policy and procedures.
- Not tolerate or condone any form of bullying or harassment behaviour as stated.
- Require all members to read, sign, and abide by the following policies when they first join the club and at the start of every year to participate in our sessions.
- Take action to investigate and respond to any reports of bullying or harassment from any club member.
 - Only the relevant members of the committee will be involved.
 - All members involved will be consulted regarding the investigations and outcomes.
- Encourage and facilitate all club members to play an active part in developing and adopting a code of conduct for behaviour by asking them to read and sign this every year.
- Ensure that coaches are given access to information, guidance, and training on bullying and harassment.
- Ensure safety by having rules and practices carefully explained and displayed for all to see – all new players are introduced to the rules and safety practices before they start. Sessions only go ahead when we have the appropriate number of support staff.



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Each participant, coach, volunteer, or official will:

- Encourage individuals to speak out about bullying and harassment behaviour by promoting welcoming and inclusive behaviour.
- Respect every person's need for, and right to, an environment where safety, security, praise, recognition, and opportunities are available.
- Respect the feelings and views of others – do not criticise players for their individual views; any views that are expressed that are deemed inappropriate should be reported to the safeguarding officers.
- Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued – e.g., not isolating or demeaning players based on their differences.
- Show appreciation of others by acknowledging individual qualities, contributions, and progress.
- Report incidents of bullying and harassment behaviour they see – by doing nothing, you are condoning the behaviour.



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To protect the young people at Solent Sharks, the club will:

- Let young people know who will listen to and support them.
- Create an “open door” ethos where young people feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
- Break down potential barriers to talking (including those associated with a young person’s disability or impairment) by addressing this at the outset.
- Make sure the young people are aware of helpline numbers by displaying these on the club policies.
- Upon actioning any reports of bullying, the young person will be:
 - Listened to carefully, along with all those involved – young person, parents, and witnesses.
 - Reports will be taken seriously – information will remain confidential unless it is required to gain further support from GBWR, Police, and external agencies.
 - Investigated by listening carefully to all those involved.
 - Supported and helped to uphold their right to play and live in a safe environment.
 - Those who display bullying behaviour will be supported and encouraged to develop better relationships through training and regular catch-ups. If this behaviour continues, formal dismissal from the club will take place.
 - Sanctions will be proportionate and fair based on the reported behaviour – this will involve necessary parties only.



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Support to the parents/guardians and/or the individuals involved:

- Individuals involved, and/or their parents or guardians, will be advised on the club or organisation's bullying policy and practice – they will be kept up to date with the ongoing investigations at all points.
- Any experience of bullying behaviour will be discussed with the individuals involved, and/or their parents or guardians – only the necessary members of the committee will be involved in these discussions.
- Individuals involved, and/or their parents or guardians, will be consulted on action to be taken (for both victim and bully), and we will agree on these actions together – only the necessary members of the committee will be involved in this.
- Information and advice on coping with bullying will be made available – this will be provided by the safeguarding officers, along with regular check-ins.
- Support will be offered to individuals involved, and/or their parents or guardians, including information from other agencies or support lines – this can be found below.
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Useful contacts

NSPCC Helpline: 0808 800 5000

Young personline: 0800 1111 / www.young personline.org.uk

Kidscape: www.kidscape.org.uk

Anti-Bullying Alliance: www.antibullyingalliance.org

Changes

Changes to this Document must be approved by the Sharks Management Committee

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|--------------|--------------|-------------|----------|
| V001 | First Issue | SMC | 2/4/24 |
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Safeguarding Officers:

Lauren Wright, Mobile: 07769644705, Email: laurenwright1902@gmail.com

Krissie Ransom, Mobile: 07963287209, Email: krissie.macneil@gmail.com