

# **BLOCK IT OUT!**

## **ANTI-BULLYING CHARTER**

**Bullying of any kind is not acceptable within volleyball and should not be tolerated.**  
**RUGBY PHOENIX VOLLEYBALL CLUB**  
**is committed to the following anti-bullying charter to prevent and manage bullying behaviour by aiming to 'Block It Out'.**

### **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 try to 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 and officials to be vigilant and 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.