



CHERUBS ANGELS NETBALL CLUB

Anti-Bullying Policy

June 2026

Statement of Commitment

Cherubs Angels Netball Club is committed to providing a safe, positive and inclusive environment where everyone is treated with dignity and respect. Bullying of any kind is unacceptable and will not be tolerated.

All players, coaches, volunteers, officials, parents and supporters have a responsibility to promote a culture of kindness, respect and inclusion that reflects our club values and our **Cherubs Family** ethos.

What is Bullying?

Bullying is not easy to define, can take many forms and is usually repeated over a period of time. The three main types of bullying are:

- **Physical bullying** – for example hitting, kicking or pushing.
- **Verbal bullying** – for example name-calling, threats, insults or racist remarks.
- **Emotional bullying** – for example excluding individuals from activities, intimidation or humiliation.

Bullying may include:

- Deliberate hostility and aggression towards another person.
- Intimidation or coercion of someone who is perceived to be vulnerable.
- Behaviour that causes distress, fear or emotional harm.

Examples of Bullying Behaviour

Bullying behaviour may also include:

- Physical violence or aggressive behaviour.
- Sarcasm, spreading rumours, persistent teasing or theft.
- Tormenting, ridiculing or humiliating others.
- Racial taunts, discriminatory comments, gestures or graffiti.
- Unwanted physical contact or abusive or offensive comments of a sexual nature.
- Cyber-bullying through text messages, emails, social media, messaging platforms or other online communication.

Online Behaviour

Bullying can occur both in person and online. All members should understand that their behaviour online is just as important as their face-to-face interactions.

Players, parents, coaches and volunteers are expected to use social media responsibly and in accordance with the club's Codes of Conduct.

Recognising Bullying

Emotional and verbal bullying are often more difficult to identify or prove than physical bullying, but they can be equally harmful. Any concerns or allegations of bullying will be taken seriously.

Club Responsibilities

Cherubs Angels Netball Club will:

- Take all concerns and allegations of bullying seriously.
- Investigate incidents fairly and sensitively.
- Speak to all parties involved separately where appropriate.
- Maintain confidentiality as far as possible.
- Ensure that anyone affected receives appropriate support.
- Work with parents, carers and relevant agencies when necessary.
- Promote an environment where everyone feels safe to report concerns.

Possible Actions

Following an investigation, appropriate action may include:

- Obtaining an apology from the individual(s) responsible.
- Informing parents or carers where appropriate.
- Ensuring the return of any borrowed or stolen items.
- Requiring appropriate restitution or compensation where necessary.
- Holding discussions or educational sessions on bullying for players, parents, coaches and volunteers.
- Providing support for the person affected by bullying.
- Providing support and guidance to coaches managing bullying situations, including additional safeguarding training or assistance where required.
- Applying disciplinary procedures in line with club policies and Wales Netball regulations.

Reporting Concerns

Any member who experiences, witnesses or becomes aware of bullying should report their concerns to a coach, team manager, welfare officer or another trusted adult as soon as possible.

All concerns will be handled in accordance with the club's Safeguarding and Child Protection Policy.

Policy Review

This policy will be reviewed regularly and updated in line with Wales Netball guidance and legislation.

Policy Review Date: June 2029