

Frome Netball Club

Anti-Bullying & Harassment Policy

This policy provides information on Frome Netball Club's Bullying and Harassment Policy. It explains the aims, objectives and how it intends to achieve them. The policy also sets out the process to follow when dealing with complaints of bullying or harassment.

1. Statement of Commitment

Frome Netball Club is committed to providing a safe, inclusive, and positive environment where all members, players, coaches, officials, and volunteers are treated with dignity and respect.

We will not tolerate bullying, harassment, discrimination, or victimisation in any form.

Our aim is to:

- Promote respect, teamwork, and good sportsmanship.
 - Prevent bullying and harassment and respond promptly if it occurs.
 - Ensure everyone feels safe and supported within our club.
-

2. Scope

This policy applies to all members of Frome Netball Club, including players, coaches, officials, volunteers, parents/guardians, and spectators. It covers all club activities, training, matches, social events, and online interactions.

3. Definitions

- Bullying: Unwelcome, offensive, intimidating, or malicious behaviour (persistent or one-off) that undermines, humiliates, or causes harm.
- Harassment: Unwanted behaviour that violates a person's dignity or creates an intimidating, hostile, or offensive environment.
- Victimisation: Treating someone unfairly because they raised a concern or supported someone else in raising one.

Examples include:

- Name-calling, insults, or offensive jokes.
 - Spreading rumours or excluding someone.
 - Misuse of power (e.g. unfair criticism or intimidation).
 - Offensive messages or posts on social media.
 - Unwanted physical contact or sexual comments.
-

4. Roles & Responsibilities

- All Members: Treat others with respect and report any concerns.
 - Coaches & Officials: Act as role models, challenge poor behaviour, and promote a positive environment.
 - Parents/Guardians: Support the club's approach, encourage respect, and raise concerns appropriately.
 - Club Safeguarding Officer: First point of contact for concerns, responsible for dealing with reports confidentially and appropriately.
-

5. Reporting Concerns

- Any concerns about bullying or harassment should be reported to the Club Safeguarding Officer or a committee member.
- Reports will be treated seriously, confidentially, and with sensitivity.
- Where appropriate, concerns may be dealt with informally (e.g. through discussion or mediation).
- Serious or unresolved issues may lead to formal action under England Netball's Codes of Conduct and Disciplinary Regulations.

Contact: Lucy Clark fncsafeguarding@outlook.com

6. Support

The club is committed to supporting anyone affected by bullying or harassment. Members will be signposted to appropriate guidance and support services, including:

- NSPCC Helpline: 0808 800 5000
- Childline (under 18s): 0800 1111
- Bullying UK: www.bullying.co.uk
- England Netball “Zero Tolerance” team: zerotolerance@englandnetball.co.uk / 01509 277911

Up to date as of 30/08/2025