



WSKF SEDAI

Anti-Bullying Policy

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in the various disciplines we provide in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our Club.

Anti- Bullying Policy

1 In accordance with the requirements of the Childrens First Document and the code of behaviour guidelines issued by the WSKF Ireland, the Board of Management of WSKF Ireland has adopted the following anti-bullying policy within the framework of the organisation's overall code of behaviour.

2 The Board of Management recognises the very serious nature of bullying and the negative impact that it can have on the lives of its members and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

- A positive sporting culture and climate which -
 - is welcoming of difference and diversity and is based on inclusivity;
 - encourages members to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
 - promotes respectful relationships across the clubs within WSKF Ireland;
- Effective leadership;
- A organisation approach;
- A shared understanding of what bullying is and its impact;
- Effective supervision and monitoring of members under the age of 18;
- Supports for instructors and volunteers;
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and
- On-going evaluation of the effectiveness of the anti-bullying policy.

Bullying is defined as follows:

Bullying is unwanted negative behaviour, verbal, psychological or physical conducted, by an individual or group against another person (or persons) and which is repeated over time.



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The following types of bullying behaviour are included in the definition of bullying:

- deliberate exclusion, malicious gossip and other forms of relational bullying,
- cyber-bullying and
- identity-based bullying such as homophobic bullying, racist bullying, and bullying of those with disabilities or special educational needs.

Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with the organisations' code of behaviour.

However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.

Negative behaviour that does not meet this definition of bullying will be dealt with in accordance with the organisations' code of behaviour.

Bullying against minors will be brought to the attention of the Children's Officer of the club.