

CLUB WELFARE POLICY BULLYING

Towcestrians Rugby Club will not tolerate abuse or bullying whether it is emotional, physical, racist, sexual, homophobic or verbal. The Club's policy with respect to any alleged incidents is as follows:

All bullying incidents must be reported to the Child Welfare Officer who in turn will notify the Management Committee. If the incident is an adult bullying a young person, the Child Welfare Officer will report the incident to the RFU Child Protection Officer. If the incident is a young person bullying a young person, the club will manage this, and will access advice and support from the CB Welfare Manager or RFU Child Protection Officer at any stage of the process. Confidentiality will be respected.

Coaches or persons involved in the accusations may be asked stay away from the clubs premises while investigation in process.

Parents may be informed and asked to come in to a meeting to discuss the problem.

If necessary and appropriate, police will be consulted.

If mediation fails and the bullying is seen to continue, the Club/CB/RFU can initiate disciplinary action under the relevant constitution.

The Club has the right to withdraw membership from any party.

Reports will be forwarded to the RFU Child Protection Team.