



Anti Bullying Policy

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 (e.g. hitting, kicking), verbal (e.g. racist remarks, threats, name calling), emotional (e.g. isolating an individual from activities). They will include:

- Deliberate hostility and aggression towards the victim
- A victim who is weaker than the bully or bullies
- An outcome which is always painful and distressing for the victim

Bullying behaviour may also include:

- Other forms of violence
- Sarcasm, spreading rumours, persistent teasing or theft
- Tormenting, ridiculing, humiliation
- Racial taunts, graffiti, gestures
- Unwanted physical contact or abusive/offensive comments of a sexual nature

It is the SSK's policy that all forms of bullying, racism or discrimination will not be tolerated and to be considered a most serious offence in breach of Child Protection.

All instructors should be aware of the following types of bullying:

- Verbal
- Psychological
- Physical

All SSK instructors have a duty of care to

- Investigate all allegations ensuring the victim is safe
- Speak to all parties separately
- Reassure the victim that action will be taken
- Maintain confidentiality
- Inform parents or guardians of all parties.
- Constantly remind all students that bullying will not be accepted
- Encourage all members to report all incidents to the child protection officer.



Most cases of bullying within this environment are deal with easily by explaining the consequences of the bully's actions to them, asking them to apologies; while informing parents encouraging them to amend the behaviour.

All reported cases of bullying must be documented in the records of the instructor and child protection officer.

Suspension or exclusion from the sport will be applied as a last resort.