

SWANSEA HARRIERS PARTNERSHIP AGREEMENT

DEALING WITH POOR BEHAVIOUR AND BULLYING

Introduction

At Swansea Harriers we want everyone to enjoy their athletics and have every opportunity to develop to their full potential. A Club and Home Partnership Agreement has been developed which highlights the behaviour expected of our athletes, parents/guardians, coaches, officials and team managers. We believe that if we all follow this Agreement then we will create an environment where everyone is able to have fun and get the best out of their time with Swansea Harriers.

It is a great credit to everyone that, even given the very high numbers of athletes within the club, there are very few instances of poor or bad behaviour, which require any sanctions to individual athletes. There will, however, inevitably be times where poor behaviour occurs and it is vital that these are treated fairly, consistently and in a timely manner to both tackle the behaviour and ensure everyone is able to get on and enjoy his or her sport. It should also be recognised that whilst our coaches and officials are qualified they are still volunteers.

Aims

- To create a caring, nurturing and happy environment in which all athletes can enjoy their athletics, and they themselves behave in a courteous, respectful and tolerant manner
- Encourage athletes to take responsibility for their actions, in order to develop positive and respectful attitudes towards themselves, their peers and the coaches, officials and team managers within the sport

- To be fair and consistent in dealing with any poor behaviour, with any sanctions equal to any misbehaviour.

Examples of Unacceptable Behaviour

- Lack of respect
- Deliberate disobedience
- Disruptive activity affecting others
- Vandalism of track facilities and equipment
- Discrimination
- Violence
- Threatening behaviour, including bullying

What We Mean by Bullying

Our understanding of bullying is:

- Emotional - excluding, tormenting, ridicule
- Verbal – name calling, teasing, mocking
- Physical – hitting, kicking, pinching, spitting, and other forms of aggressive physical contact
- Racial – racial taunts, comments, jokes and gestures
- Sexual – unwanted, inappropriate and unacceptable physical sexual contact or sexually abusive comments
- Homophobic – unwanted, inappropriate and unacceptable comments about a person's sexuality
- Cyber – text threats, emails and chat room misuse, including photo and movie facilities

Bullying is not the odd occasion of falling out with friends or the odd prank. It is bullying, however, if it is done on several times or a regular basis or with intent to cause hurt, intimidation or fear. An

individual or a group may carry it out and the person bullied will feel unable to stop it happening.

As a club we take bullying very seriously.

Dealing with Unacceptable Behaviour

- It is in everyone's interest to deal with any poor or disruptive behaviour as quickly as possible, and often can be dealt with by the coach or manager by just speaking to the athlete concerned to ensure the behaviour stops.

- If the athlete persists in displaying poor behaviour and their behaviour is disrupting a session or activity and affecting others, then the coach or team manager should discuss this with the individual and explain the consequences if the behaviour continues.

- If this does not have the desired effect then the athlete can be removed from the session or activity with the Coach Co-ordinator being informed of the action.

- If the behaviour is either serious, persists over time or deteriorates then the coach co-ordinator can exclude the athlete from club sessions or competitions for a specified time. In the case of junior athletes, the coach co-ordinator shall inform the athlete's parents/guardian of their action and the Chairperson of the Harriers committee and the club's Welfare Officers.

- If the behaviour is so serious or persistent to warrant a long term or permanent exclusion, the Coach Co-ordinator should whenever possible discuss this prior to a final decision with the

committee's Chairperson or within 24 hours of the action where it is deemed so serious as to require immediate action. In the case of junior athletes, the athlete's parents/guardian shall be informed of this action.

- Where there has been an exclusion from the club for a specified period of time this should be followed up with a letter from the club's Secretary stating the reasons for the exclusion and the date when the athlete can return to the club. A junior athlete's parents/guardian will have the right to appeal this decision by writing to the Chairperson of the Harriers' Committee. Senior athletes may also appeal this decision directly to the chairperson.

- The Chairperson and the club's Welfare Officers will consider the evidence presented and will make a final decision regarding any sanction imposed.

