



KANTURK GAA CLUB ANTI-BULLYING POLICY

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Kanturk GAA Club aims to create a supportive environment where any form of bullying is unacceptable. Incidents of bullying are regarded as a serious breach of our code of best practice in youth sport. We are committed to achieving an ethos of respect so as to maximise the potential of all our members when playing or participating in our Gaelic Games.

What is Bullying?

Bullying behaviour can be defined as repeated aggression, be it verbal, psychological or physical, conducted by an individual or group against others.

Bullying contains seven key features:

- An intention to be hurtful.
- This intention is carried out.
- The behaviour harms the target (the person or persons being bullied).
- The bully overwhelms the target with his or her power.
- There is often no justification for the action.
- The behaviour repeats itself again and again.
- The bully derives a sense of satisfaction from hurting the target.

There are a number of forms or types of bullying which may take place in a sports context.

These include:

- Direct bullying – where the behaviour is obvious and bystanders are aware of it, e.g. physical or verbal bullying.
- Indirect bullying – where the behaviour is more difficult to recognise, e.g. intimidation or isolation.
- Verbal bullying – including slandering, ridiculing, slagging, abusive telephone calls, name-calling etc.
- Physical bullying – including pushing, shoving, assaults, damage to person's property.
- Gesture bullying – including non-verbal gestures/glances which can convey threatening or frightening messages/intent.
- Relational bullying – behaviour which sets out to deliberately damage another person's friendship or feeling of inclusion in a friendship group, e.g. exclusion, isolation etc.
- Extortion – the deliberate extortion of money or other items of property accompanied by threats.
- Homophobic bullying – bullying that is typically aimed at young people who are gay or who are perceived to be gay. It can include name-calling, isolation and violence.
- Racial bullying – can be expressed physically, socially or psychologically when one is labelled negatively as being different from others according to one's race.
- Mobbing – this means that the target is being bullied by a group of perpetrators and not just one perpetrator.

Cyberbullying can take place when instant messages, emails, text messages or web pages are used to spread rumours, make threats or harass. It can include written messages, photographs, videos or voice messages. If you are a victim of cyberbullying or believe you may be targeted by a Cyberbully, you should:

- Sign off on your computer.
- Don't respond or retaliate.
- Block the bully.
- Save and print out bullying messages.

- Talk to a friend.
- Tell a trusted adult.

Preventing Bullying

It is the responsibility of everybody in the Club to prevent or if need be to deal with incidents of bullying if ever they occur. Our approach is to create a supportive environment where it is not acceptable to bully and where the ethos of the Association is that it is 'ok to tell' if you know about incidents of bullying.

GAA players, coaches, spectators and clubs should:

- Respect every person's right to play and participate in an environment which is safe and secure and also offers praise and recognition.
- Ensure that every person is treated with respect, dignity and sensitivity.
- Recognise that everyone is important and that our differences make each of us special.
- Challenge all forms of prejudice and promote equality.
- Model fair play, respectful behaviour and leadership.
- Discourage people from colluding with bullying.

The Children's Officer in each Club has a responsibility to promote an 'anti-bullying ethos and ensure that the club adheres to the GAA Code of Best Practice in Youth Sport.

Bullying can happen from

Young person to young person
Young person to adult
Adult to young person
Adult to Adult

Dealing with Bullying

How do you know if it is bullying? Ask yourself the following questions.

TARGETED

Is the bullying targeted at a group or individual?

DURATION

Has the behaviour been happening over a period of time?

FREQUENT

How frequent is the behaviour and is there a pattern occurring?

INTENTION

Is the intention of the behaviour to cause pain/harm/distress to an individual or group?

It is the responsibility to ensure that

- The bullying is stopped.
- The bullying behaviour is addressed.
- Every person in membership of the club or attending our games or activities should be fully aware that bullying is unacceptable in the club.

Procedures for dealing with Bullying involving Young People/Adults

Incident should be dealt with as a breach of the Code of Behaviour as follows:

- Report the matter to the Club's Children's Officer.
- Confidentiality must be maintained.

- Initial assessment by the Club Children's Officer.
- Children's Officer collates relevant information.
- Club Children's Officer uses the acid test to determine whether this is an incident of Bullying.
- Club Children's Officer informs the alleged bully and target as to what procedures will follow.

Bullying is considered a breach of the Code of Behaviour and is dealt with as per the relevant section of the Code (see Code of Behaviour/How to Deal with Alleged Breaches of the Code of Behaviour).

If you have a concern or if you believe that you or somebody else may be the target, recipient or victim of Bullying within the Club, you should contact the Club's Children's Officer who will deal with your concern.

Your Club's Children's Officer

Pat Bradley 087-6814745

