



## **Worthing Thunder Anti-Bullying Policy**

### **Purpose**

Worthing Thunder Basketball Club is committed to providing a safe, inclusive, and respectful environment for all players, coaches, staff, volunteers, and supporters. This policy sets out our approach to preventing and addressing bullying in any form.

### **Definition of Bullying**

Bullying is any behaviour that is intended to hurt, intimidate, or undermine another person. It can be:

Physical: hitting, pushing, or any form of physical harm

- Verbal: name-calling, insults, threats, or offensive language
- Emotional/Psychological: exclusion, humiliation, spreading rumours
- Cyberbullying: harmful behaviour conducted online or via digital platforms
- Discriminatory: targeting individuals based on race, gender, sexuality, disability, religion, or other protected characteristics

### **Our Values**

Worthing Thunder promotes:

- Respect for all individuals
- Teamwork and sportsmanship
- Equality and inclusion
- Personal development in a positive environment
- Bullying of any kind is not tolerated.

### **Scope**

This policy applies to:

- All club members (players, coaches, staff, volunteers)
- Parents/guardians and spectators

- All club activities, including training, matches, travel, and online interactions linked to the club

### **Responsibilities**

- Club Management: Ensure this policy is implemented, reviewed, and communicated
- Coaches & Staff: Model respectful behaviour and address incidents promptly
- Players: Treat others with respect and report concerns
- Parents/Guardians: Support the club's values and encourage positive behaviour

### **Reporting Bullying**

Anyone who experiences or witnesses bullying should report it as soon as possible to:

- Coach
- Club welfare officer
- Club official

Reports will be taken seriously and handled confidentially where possible.

### **Responding to Bullying**

When bullying is reported:

1. The incident will be recorded
2. All parties will be listened to fairly
3. Appropriate action will be taken, which may include:
  - Verbal or written warnings
  - Mediation between individuals
  - Temporary suspension
  - Permanent removal from the club (in severe cases)

Support will be offered to those affected.

### **Prevention**

Worthing Thunder will:

- Promote awareness of bullying and its impact
- Provide guidance and education for players and staff
- Encourage a culture where everyone feels safe to speak up
- Monitor behaviour and team dynamics regularly

### **Confidentiality**

All concerns will be handled sensitively. Information will only be shared on a need-to-know basis to ensure safety and appropriate action.

## **Review**

This policy will be reviewed annually or as required to ensure it remains effective and up to date.

Worthing Thunder is dedicated to ensuring that basketball is a positive and enjoyable experience for everyone. We stand firmly against bullying and will take action to uphold a safe and supportive environment.

Last reviewed: September 16th 2025