



**SHEFFIELD UNIVERSITY
BANKERS HOCKEY CLUB
SUBHC**

Sheffield University Bankers Hockey Club

Anti – Bullying and Harassment Policy

Sheffield University Bankers Hockey Club

Policy Owner: SUBHC Vice Chair (2026–27 Season, Richard Kirtley)

Approved by SUBHC Committee: 01/09/2026

Signed: *Christina Woods* (SUBHC Club Chair Woman, Christina Woods)

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1. Introduction

Sheffield University Bankers Hockey Club (SUBHC) is committed to ensuring that all members and volunteers are treated with dignity and respect regardless of race, religion, age, disability, gender, sexual orientation, social class, or origin. This falls in line with the protected characteristics outlined in The Equality Act 2010. SUBHC believes that harassment or bullying in any form is unacceptable and will not be tolerated in the club and facilities at SUBHC.

SUBHC considers that fairness and equality are fundamental principles in the conduct of its operations. Any form of discrimination, harassment, victimisation, or bullying is unacceptable and will not be tolerated either from an individual or groups of individuals.

SUBHC acknowledges its responsibility for the club environment and for the welfare and protection of its members and volunteers, while believing that individual members and volunteers are responsible for their own behaviour, both professionally and personally. There is an expectation that members will conduct themselves in a manner which does not cause offence to another person. In essence: everyone has a responsibility for upholding personal dignity and to challenge unacceptable behaviour.

Even though we are members of a team, members of SUBHC can expect to be valued and respected as an individual. If you experience any form of bullying, whether physical, verbal, emotional or through online means, you must report such incidents to the appropriate parties, so the matter can be dealt with as quickly as possible.

SUBHC is committed to resolving issues raised under the Anti-Bullying and Harassment Policy as early and as quickly as possible.

2. Clarification of Terms

Definition of bullying

A bully is defined as someone who deliberately sets out to harm or intimidate another person on more than one occasion. Everyone has upsets and squabbles; these are not classed as bullying and are dealt with through the Club's Code of Conduct.

Definition of cyber-bullying

Cyber-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and Twitter to harass, threaten, embarrass, intimidate, or target a person.

Unlike physical bullying, cyber-bullying can often be difficult to identify and evidence as the cyberbully (the person responsible for the acts of cyber-bullying) can remain anonymous when threatening or causing distress to others online. This may encourage them to behave more inappropriately or aggressively than they might face-to-face.

Types of bullying

- **Physical:** Deliberately hurting someone on a regular basis e.g. physically pushing, kicking, hitting, pinching, spitting or unwanted physical contact
- **Verbal:** Deliberately hurting feelings, threats of violence and intimidation.
- **Emotional:** Making someone feel left out and different by deliberately setting out to exclude them e.g. spreading rumours; persistent teasing and humiliation; continual ignoring of others; posting of derogatory or abusive comments; videos or images on social media; racial, homophobic, transphobic or sexist comments; taunts or gestures; sexual comments, suggestions or behaviour

Types of cyber-bullying

- **Flaming:** Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged.
- **Denigration:** Putting hurtful online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone.
- **Exclusion:** Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities.
- **Outing:** Sharing secrets about someone online including private information, pictures and videos.
- **Trickery:** Tricking someone into revealing personal information then sharing it with others.

- **Impersonation:** Pretending to be someone else when sending or posting mean or false messages online.
- **Harassment:** Repeatedly sending malicious messages to someone online.
- **Cyber-stalking:** Continuously harassing and denigration including threats of physical harm.

Actions NOT considered to be bullying

- Not liking someone.
- Accidentally bumping into someone.
- A single act of telling a joke about someone.
- Arguments.
- Expression of unpleasant thoughts or feelings regarding others.

Reasons for bullying

- They think it's fun, or that it makes them popular or cool.
- They feel more powerful or important, or they want to get their own way all the time.
- They feel insecure or lack confidence or are trying to fit in with a group.
- They are fearful of other people's differences.
- They are jealous of another person.
- They are unhappy.
- They are copying what they have seen others do before, or what has been done to them.
- Due to an imbalance of power or a perceived difference.

The effects of bullying

All types of bullying cause psychological, emotional, and physical stress. Each person's response to being bullied is unique and the impact upon a person should not be minimised or their expressed experience dismissed. Some signs that may indicate a bullying problem are:

- depression and anxiety.
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness.

- withdrawal and loss of interest in activities they used to enjoy.
- unexplained injuries.
- lost or destroyed clothing, books, electronics, or jewellery.
- frequent headaches or stomach aches, feeling sick or faking illness.
- changes in eating habits / disordered eating e.g. skipping meals or binge eating.
- difficulty sleeping or frequent nightmares.
- declining grades, loss of interest in schoolwork and coursework, or not wanting to participate in usual activities.
- sudden loss of friends or avoidance of social situations.
- self-destructive behaviours such as running away from home, self-harm, or talking about suicide.

3. Scope

This policy covers all members and volunteers of SUBHC, and all persons performing work at the direction of, relating to, or on behalf of SUBHC (for example free-lance coaches, umpires, consultants, and temporary members).

This Policy extends to all functions and places that are club related, for example: socials and club days.

4. Complaints of Bullying and Harassment

SUBHC believes any member or volunteer who feels that they are not being treated with respect and dignity and who feel they have been bullied, harassed, or victimised have the right to complain/raise a grievance and to have that complaint/grievance dealt with seriously and promptly.

SUBHC is committed to resolving issues raised under the Bullying and Harassment Policy through alternative conflict resolution processes, such as a facilitated discussion or mediation where appropriate and agreeable by all parties.

SUBHC encourages everyone associated with the Club to report all incidents of inappropriate behaviour. All incident reports will be treated seriously, promptly and in complete confidence.

Complaints from members of the public regarding the behaviour of a person associated with the club will be dealt with under the Club's Disciplinary Code (Document titled: 'SUBHC Disciplinary Code').

5. Procedures

- Report bullying incidents to the Designated Safeguarding Lead, or a member of the Club's Executive Committee.
- In cases of serious bullying, the incidents will be referred to the Local Authorities and England Hockey for advice and possibly to the England Hockey management system.
- If under the age of 18, parents/carers should be informed and will be asked to come in for a meeting to discuss the problem.
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
- An attempt will be made to help the perpetrator(s) change their behaviour.
- If mediation fails and the bullying is seen to continue, the Club will initiate disciplinary action under the club constitution and Code of Conduct.
- If necessary and appropriate, Police will be consulted.

6. Recommended Club Action

- If the Club decides it is appropriate to deal with the situation, they should follow the procedure outlined below.
- Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
- If this fails or is not appropriate, a small panel should meet with the alleging target(s) to obtain details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
- The same panel should meet with the alleged perpetrator(s) and, if age appropriate, parents/carers and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
- If bullying has, in the view of such Club officials, taken place, the individual should be warned and put on notice of further action. This may include temporary or permanent suspension should the bullying continue following the notice of further action. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.

- In some cases, involving those under the age of 18, the parent/carers of the perpetrator or target can be asked to attend training sessions, if they are able to do so, and if appropriate. The Executive Committee and safeguarding leads should monitor the situation for a given period to ensure the bullying is not being repeated.
- For bullying involving those under the age of 18, all coaches involved with both individuals should be made aware of the concerns and outcome of the process.

7. In the Case of Adults Reported to be Bullying Anyone Within the Club

- Where possible, we will aim to resolve issues and differences within the club through method of mediation and conversation.
- The appropriate authorities may be informed and will advise on action to be taken where appropriate. These authorities could include, and are not limited to England Hockey, Police and Social Services.
- More serious cases may be referred to the Police and/or Social Services. If targeted at someone under the age of 18, this will be handled and reported as a Safeguarding concern. Such incidents should be reported using the Safeguarding Incident Report form to the Designated Safeguarding Lead (or Deputy) to be handled by the Safeguarding Case Management Group.

8. Prevention

The club will have extensive policies and procedures in place to avoid such instances of bullying and harassment, which includes what is acceptable and proper behaviour for all members of the Club.

The Designated Safeguarding Lead will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

All members and officials of SUBHC agree on their commitment to ensuring a safe club environment for all.

9. Monitoring, Evaluation and Review

The Designated Safeguarding Lead, Vice Chair and relevant members will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the club.

10. Contact Details

Designated Safeguarding Lead and Club Chairman (DSL): Christina Woods

Email Address: clubsafeguarding.subhc@gmail.com

Contact Number: 07986 132885

Deputy Designated Safeguarding Lead: Joanne Woolley

Email Address: clubsafeguarding.subhc@gmail.com

Contact Number: 0707800 604467

Club Vice Chair: Richard Kirtley

Email Address: vicechair.subhc@gmail.com

Contact Number: 07507 064553

11. Useful Websites

- [Safeguarding Good Practice Guidance \(englandhockey.co.uk\)](#)
- www.childline.org.uk
- www.kidscape.org.uk
- www.nspcc.org.uk
- www.anti-bullyingalliance.org.uk
- www.chatdanger.com
- www.thinkuknow.co.uk
- www.youngminds.org.uk
- www.youngstonewall.org.uk
- www.stonewall.org.uk
- www.stoptextbully.com
- www.beyondbullying.com
- www.childnet-int.org
- www.cyberbullying.org

