



OAKMEADIANS RFC

The heart of Bournemouth



Oakmeadians RFC – Anti Bullying Policy and Procedure

WHAT IS BULLYING.

There is no legal definition for bullying, it can be described as unwanted behaviour from a person or group that is either, offensive, intimidating, malicious or insulting. An abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to someone.

We at Oakmeadians RFC are committed to creating a safe environment for all that participate in rugby in any form where they feel they can raise concerns about any unacceptable practice, behaviour, wrongdoing or misconduct.

This policy has been developed to follow the RFU 'Speak Up' policy and procedure to help recognise that people due to loyalty, repercussion or fear may be reluctant to come forward with complaints or worries. We encourage all our members, players and supporters to speak up knowing their concerns will be treated fairly and sensitively.

All concerns will be investigated and dealt with for the benefit of all involved and for that of the wider game.

Anyone making a disclosure can be confident that the matter will be handled appropriately and with an appropriate level of confidentiality.

HOW TO RAISE A CONCERN.

We have various key people in the club that will be happy to listen to your concerns. They will treat you with respect and keep the conversation as confidential as possible. You need to be aware that the person you speak to may need to tell someone else due to being able to deal with the concern correctly.

If you are a player,

- You can speak to your coach or manager. They will listen to your concern and try to advise you on how to resolve the issue.
- You can speak to our club safeguarding lead or our safeguarding assistant. They have the ability to access further help and support depending on the concern you have.
- Oakmeadians wellbeing ambassador is a great person to contact, she is an independent person who will be able to talk through any concerns with you.
- You can speak to Oakmeadians chairman or Honorary secretary who will listen to your concerns and help resolve any issues.
- You can contact Dorset & Wilts Safeguarding lead, who will listen to your concerns and will help to resolve any issues.
- You can contact RFU safeguarding team, who will also be able to advise on your concerns or complaints.



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If you are a volunteer.

- You can speak to our club Safeguarding Lead or our Safeguarding Assistant. They have the ability to access further help and support depending on the concern you have.
- The Oakmeadians Wellbeing Ambassador is a great person to contact, she is an independent person who will be able to talk through any concerns with you.
- You can speak to Oakmeadians Chairman or Honorary Secretary who will listen to your concerns and help resolve any issues.
- You can contact Dorset & Wilts Safeguarding Lead, who will listen to your concerns and will help to resolve any issues.
- You can contact RFU Safeguarding Team, who will also be able to advise on your concerns or complaints.

If you are a supporter,

- You can speak to our club Safeguarding Lead or our Safeguarding Assistant. They have the ability to access further help and support depending on the concern you have.
- The Oakmeadians Wellbeing Ambassador is a great person to contact, she is an independent person who will be able to talk through any concerns with you.
- You can speak to Oakmeadians Chairman or Honorary Secretary who will listen to your concerns and help resolve any issues.
- You can contact Dorset & Wilts Safeguarding Lead, who will listen to your concerns and will help to resolve any issues.
- You can contact RFU Safeguarding Team, who will also be able to advise on your concerns or complaints.

After you have spoken to someone about your concerns, they may feel they need to report them to a more senior club member or officer, or they may feel they need to speak to Dorset & Wilts RFU or RFU. You will be informed at the time that your concerns will be escalated. You may be asked to put your concerns in writing. Notes and/or recordings will be taken of all conversations and may be used for disciplinary purposes.

We will try to resolve your concerns within the club, but we may need to inform outside agencies if we feel it necessary.

Our Disciplinary Officer may become involved in your concern, if the club feel there is unacceptable practice or behaviour, wrongdoing or misconduct.



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Club Contacts:

- Laura Hart, Safeguarding Lead – m:07872 583582 – safeguard@oakmeadians-rfc.com
- Paula Sheppard Safeguarding Assistant – m:07817 707612 – membership@oakmeadians-rfc.com
- Chrissy Beatty, Wellbeing Ambassador – support@oakmeadians-rfc.com
- Jane Hart, Chairman – m: 07715 531143 – chairman@oakmeadians-rfc.com
- Nic Wallace-Walton, Honorary Secretary – m:07771 985656 honsecretary@oakmeadians-rfc.com
- Julie Fisher, D&W Safeguarding Lead – safeguarding@dwrugby.co.uk
- RFU Safeguarding Team – safeguarding@rfu.com