

BASEBALL QUEENSLAND ANTI BULLYING POLICY

We are committed to the prevention and effective management of bullying behaviour relating to children engaging in games & activities sanctioned by Baseball Qld.

This Policy aims to

- provide staff, coaches, volunteers and officials with information if they are concerned about bullying.
- Provide children, vulnerable adults and parents with information about what steps are being taken to safeguard against bullying.
- Set clear and consistent standards of behaviour.
- Establish an operational framework and introduce procedures of action to take if there are concerns about unacceptable behaviour.
- Assure all children that they will be participating in a safe/friendly environment and that their well-being is our priority.
- Ensure that the rights of children to protection from abuse and neglect are upheld.

What is Bullying

Bullying is any persistent behaviour by an individual or group which intimidates/threatens or has a harmful and distressing impact on another individual or group.

Bullying behaviour may be any of the following:

- Verbal - as in name calling or making personal comments
- Social - ostracised or left out of peer group activities
- Material - when possessions are stolen or damaged or extortion takes place
- Emotional - including pressure to conform
- Physical/Sexual/Racial - as in harassment or aggression

Bullying is different from fighting, which is usually a one off incident with the purpose of dealing with immediate conflict. Verbal and social forms of bullying take place more often than material or physical bullying, with name calling by far the most common.

We aim to encourage safe, accessible and challenging opportunities for children. We will promote justice and equality in all activities.

We aim to ensure that all children are able to participate freely in a safe, caring environment.

We also aim to acknowledge the changing environment and methods adopted in the act of bullying in order to promote full awareness e.g. text / cyber bullying.

Baseball Queensland

We will:

- Respond appropriately and effectively to incidents of bullying.
- Listen and respond to children/s concerns and take appropriate action.
- Take parents/carers' concerns seriously and respond effectively.
- Ensure all staff is suitably trained to deal with any incidents.

Our aim is to create a positive participative environment for children.

We aim to:

- Ensure that a child centred environment is created during activities.
- Emphasise the positive social values of participation, sharing, helping and encouraging.
- Establish clear ground rules/boundaries for activities.
- Work towards continuously improving the quality of activities.

We are committed to taking positive steps to eliminate bullying incidents within activities. We will encourage all participants to behave according to agreed ground rules, which will provide a framework of acceptable behaviour.

The ground rules are as follows:

1. We will not tolerate bullying or harassment of any kind.
2. We will be accepting of others regardless of age, race, religion, culture or disabilities.
3. We will not ignore an incident of bullying.
4. We will use 'time out' if we feel angry or under pressure, or just need time to calm down.
5. We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome.
6. We will not join in fights or disturbances.
7. We will report any bullying incident to a member of staff/official immediately.
8. We will not judge others on the way they speak, their social behaviour, appearance or their ability.
9. We will try to remember that everyone matters, including ourselves.

We will

encourage our staff, coaches, volunteers and officials to be vigilant and observant at all times.

If incidents of bullying are witnessed our staff, coaches, volunteers and officials will respond by following the procedures set out in the flow diagrams below:

Government policy highlights the importance of an agreed policy with clear procedures and sanctions for modifying unacceptable behaviour. All children have the right to protection from abuse and neglect.

What to do if you are being bullied

**‘NO ONE DESERVES TO BE BULLIED’
IF YOU ARE TELL SOMEONE YOU TRUST**

A parent
A friend
A coach
A teacher

Do

- Try to keep a diary of bullying
 - Try to ignore bully
 - Try to say ‘no’ firmly
 - Try to walk away
- Try to go home with a friend
 - Try to tell someone

Don’t

- Show you are upset / angry
 - Fight back
 - Feel guilty
- Get hurt protecting your possessions
 - Don’t wind the bullies up
- Be alone where bullies gather

ADVICE

- Sometimes by asking the bully to repeat what they said can put them off
- If you tell someone you trust they will help you

What to do if

You are a coach and concerned that someone is being bullied or you witness an incident of anti-social action behaviour and or A Incident(s) of anti-social behaviour is reported to you

Firstly Monitor the situation and keep a written log and take the situation seriously
Secondly identify if it is Misbehaviour, Bullying or Abuse

Misbehaviour?

- Take appropriate disciplinary action
- Inform parent

Bullying?

- Informal discussion with victim and parent, keep written log
- Informal discussion with bully and parent, keep written log Seek advice from designated C P person
- Take appropriate action, monitor situation
- Seek advice from designated C P person
- Monitor Situation and keep written log
-

Abuse?

- Take appropriate action, monitor situation
- Seek advice from designated C P person
- Monitor Situation and keep written log

What to do if

- You are a parent and are concerned that a child is (children are) being bullied
- You witness an incident of antisocial action / behaviour
- You have suspicions of anti-social action / behaviour
- An incident of anti-social action / behaviour has been reported to you

Report incident to relevant designated Contact Person at venue

1. Your concerns will be taken seriously
2. The designated CP will take appropriate action, and contact you
3. The designated CP will follow agreed procedure outlined in bullying policy
Baseball Queensland

What to do if

A bully has been identified by following agreed procedures, the following actions should be taken

1. • Informal discussion with 'bully' and parent
2. • Explain situation and consequences of their behaviour
3. • Agree appropriate sanctions as necessary
4. • Agree appropriate guidelines
5. • Agree timescale for improvement
6. • Seek an apology to the victims(s)
7. • Seek return of any 'borrowed' items
8. • Encourage and promote improvement in future participation
9. • Encourage and support the coach

Designate CP person, monitor situation and keep written log

Baseball Queensland gratefully acknowledges the following publications:

Queensland Government Bullying and harassment policy.
Sport and recreation policies from local councils.