**This policy is informed by the following documents:**

* "Preventing and Tackling Bullying," Department for Education (DfE) 2011
* Equality Act 2010
* "Bullying – Don’t Suffer in Silence – An Anti-Bullying Pack for Schools” (64/2000), DfE 2000

**Guiding Principles for Preventing and Tackling Bullying:**

The Banbury Blues Netball Club (BBNC) Committee values the positive relationships within our community and is committed to taking every allegation of bullying seriously. Recognizing the negative effects of bullying on individuals and the club, we strive to foster an environment where everyone can participate without fear.

**Unacceptable Behaviour:**

Bullying in any form is unacceptable within Banbury Blues Netball Club and will not be tolerated. BBNC acknowledges the impact of bullying that occurs outside the club and spills over into its activities, and will take reasonable measures to eliminate such behaviour. We promote Emotional Literacy, defined as people being able to ‘recognise, understand, handle and appropriately express their emotions’ (Sharp, 2001).

**Policy Aims:**

We aim to create an environment where everyone can grow and flourish without fear. Our specific aims are as follows:

* **Supportive Environment:** Ensure a supportive, caring, and safe environment for all members, free from the fear of bullying.
* **Zero Tolerance:** Demonstrate BBNC's commitment to a zero-tolerance policy for bullying.
* **Prevention Measures:** Take proactive measures to prevent all forms of bullying, both within BBNC and during off-site activities.
* **Support and Protection:** Support and protect individuals who might be targets of bullying.
* **Unacceptability Clarification:** Clearly communicate that bullying is wholly and always unacceptable.
* **Safety and Happiness Priority:** Prioritise the safety and happiness of all members.
* **Promote Reporting:** Encourage an environment where members feel they can trust and report incidents of bullying to someone in authority.
* **Promote Positive Attitudes:** Foster positive attitudes among members.
* **Awareness of Duty of Care:** Ensure all members are aware of their duty of care toward others and the importance of being vigilant for signs of bullying.

**Implementation:**

* Bullying will be addressed promptly and appropriately.
* The safety and well-being of members are paramount.
* Promote positive attitudes, respect, and open communication.
* Raise awareness of the anti-bullying policy and provide regular updates.

**Review:**

The club follows the guidance and rules of England Netball and will refer to them as necessary. This policy will be reviewed annually by the Club Committee to ensure it remains effective and aligned with England Netball guidance.