Wolfe Tones GAC Anti-Bullying Policy

At Wolfe Tones GAC, we are committed to creating a safe and inclusive environment for all our members, regardless of age, gender, race, ethnicity, disability, sexual orientation, or any other characteristic. We firmly believe in promoting a culture of respect, understanding, and kindness. This policy outlines our commitment to preventing and addressing bullying within our organization.

Definition of Bullying:

Bullying is defined as any unwanted, aggressive behaviour that involves a real or perceived power imbalance. It is repetitive or persistent and can be physical, verbal, psychological, or cyber-based. Bullying behaviours can cause harm, both physical and emotional, to the person being targeted.

Our Commitment:

Prevention:

* We will foster a culture of inclusivity, respect, and understanding, where bullying is not tolerated.
* We will promote awareness and education about bullying through workshops, seminars, and other educational initiatives.
* We will encourage open communication channels to ensure that members feel comfortable reporting incidents of bullying.
* We will provide training to our coaches, staff, and volunteers on recognizing and addressing bullying behaviours.
* Reporting and Response:
* We encourage anyone who witnesses or experiences bullying to report it promptly to a coach, staff member, or designated club official.
* Reports will be taken seriously, treated confidentially, and investigated promptly and impartially.
* We will provide support and guidance to the person reporting the incident and ensure their safety and wellbeing throughout the process.
* The alleged bully will also be provided with support and guidance while the incident is being investigated.

Investigation and Action:

* All reported incidents will be thoroughly investigated by designated club officials.
* The investigation will involve speaking to all parties involved, gathering evidence, and taking appropriate action based on the findings.
* The actions taken may include counselling, education, disciplinary measures, or other appropriate interventions, depending on the severity and frequency of the bullying behaviour.
* We will ensure that any disciplinary actions are fair, consistent, and proportionate to the seriousness of the offense.

Support and Follow-Up:

* We will provide ongoing support and follow-up to the person who has been targeted by bullying to ensure their wellbeing and recovery.
* We will implement strategies to prevent any further incidents of bullying and to support the overall positive and respectful club environment.
* We will communicate with the individuals involved, their parents/guardians, and other relevant parties to ensure that appropriate measures are in place to prevent future incidents.
* Communication and Awareness:
* We will regularly communicate our anti-bullying policy to all members, parents/guardians, coaches, staff, and volunteers.
* We will raise awareness about the policy through club meetings, newsletters, website, social media, and other communication channels.
* We will provide educational resources and information about bullying prevention and intervention strategies to our members, parents/guardians, coaches, staff, and volunteers.

Review and Improvement:

* We will regularly review and update our anti-bullying policy to ensure its effectiveness and relevance.
* We will seek feedback from our members, parents/guardians, coaches, staff, and volunteers to identify areas for improvement.
* We will collaborate with relevant organisations and experts in the field to stay informed about best practices in preventing and addressing bullying.