

# SECTION 1: POLICIES



## 1.1 SAFEGUARDING & PROTECTING YOUNG PEOPLE IN VOLLEYBALL POLICY

### General Principles

1. A young person's welfare is paramount.
2. A young person, regardless of age, ability or disability, gender reassignment, race, religion or belief, sex, social status or sexual orientation has a right to be protected from abuse.
3. The rights, dignity and worth of a young person should always be respected.
4. Deaf and disabled young people have an increased vulnerability and are up to four times more likely to be abused than other young people (Sullivan & Knutson 2000). It is essential to be additionally aware of their safeguarding needs and there may be situations where there is a need to take extra measures.
5. Volleyball England promotes a culture where everyone is free to speak out regarding concerns; everyone within volleyball must report all concerns in accordance with Volleyball England's reporting procedures.
6. It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility within volleyball to report concerns.

### Responsibilities of Those within Volleyball

Volleyball England is committed to creating and maintaining a safe and positive environment for all young people involved in volleyball. It accepts a responsibility to help safeguard the welfare of young people and protect them from harm.

Every individual and organisation within the volleyball community has a role and responsibility to help ensure the safety and welfare of young people.

In particular, all clubs and others providing opportunities for young people in volleyball must accept that they are required to fulfill their duty of care which means that they must do everything that can be reasonably expected of them to help safeguard and protect young people from any reasonably foreseeable harm.

Everyone within volleyball must act in accordance with:

- The general principles set out in this Policy; and
- The principles set out in the particular policies below:
  - Recruitment, Selection and Retention of Persons with Access to Young People Policy
  - Use of Disclosure and Barring Service Policy
  - Photographic and Recorded Images Policy
  - Electronic communication and Social Media Policy
  - Anti-bullying Policy
- Volleyball England reporting procedures where there are concerns relating to the safety or welfare of young people.

### Volleyball England's Role

As the National Governing Body, Volleyball England has adopted this Safeguarding & Protecting Young People Policy to ensure that the welfare and safety of young people in Volleyball England's care or custody are always the primary consideration. We will also support affiliated clubs and associations in adopting and implementing these policies and procedures through access to necessary resources.

Education and support are available to all those working with young people in volleyball.

Volleyball England is committed to providing an environment where young people can learn about, participate in and enjoy volleyball free from bullying, harassment or abuse. We are committed to ensuring that concerns relating to safety and welfare of young people in volleyball are taken seriously and acted upon swiftly and appropriately.

Volleyball England recognises the roles and responsibilities of the statutory agencies in safeguarding young people and the responsibilities and expertise of the relevant agencies in determining whether young people have, or may have, been abused or otherwise harmed. Volleyball England is committed to complying with the procedures of the Local Safeguarding Children Boards (LSCBs). Accordingly, Volleyball England will work co-operatively with the relevant statutory agencies on matters relating to safeguarding young people and where Volleyball England receives report of a concern it will refer the matter to the relevant statutory agency where appropriate.

Volleyball England is also committed to directly challenging conduct within volleyball that is, or may be, harmful to young people. It may, therefore, instigate proceedings under its own Safeguarding and Protecting Young People - Complaints and Disciplinary Regulations where concerns or complaints are raised (by sources internal or external to volleyball) relating to the safety and welfare of young people. Volleyball England will take action against any person or organisation within its jurisdiction whose conduct is found to have harmed a young person in volleyball or whose conduct (within or outside volleyball) poses or may pose a risk of harm to young people in volleyball. Volleyball England may also refer matters back to a club for resolution at club level where appropriate.

### Guidance and Legislation

The Children Act 2004 (which built upon the Children Act 1989) states that anyone who is involved in the care of young people should “do what is reasonable, in



the circumstances, for the purpose of safeguarding or promoting the child’s welfare”. This legal obligation is underpinned by the HM Government Guidance “Working Together to Safeguard Children” (2013) which sets out how organisations and individuals should work together.

Everyone in volleyball has a duty of care to safeguard and protect young people within the sport. The Safeguarding and Protecting Young People Policy applies to all individuals involved, whether paid or in a voluntary capacity, and clearly defines responsibilities.

### Bill of Rights for Young People

Young people participate in sport for many reasons including making friends, having fun and learning new skills. Whilst competing and participating in volleyball activities, young people have certain rights that should allow them to get the most from their experiences. Volleyball England believes every young person has the right:

- To participate in volleyball in an enjoyable and safe environment.
- To be treated with respect by all adults and players.
- To compete and train at an appropriate level for their age and ability.
- To report any problems to the Club Safeguarding Officer.
- To be considered for every match or competition.
- To train and compete safely and have appropriate medical treatment if required.
- To be coached by a Volleyball England qualified coach.
- To express their opinions.
- To have fun.

*(Volleyball England Youth Forum 2011)*

### Safeguarding Officers (SO)

The implementation of the Policy and Good Practice Guidance requires increased awareness and active involvement from all those involved in working with young people. Volleyball England has identified Safeguarding Officers as key individuals in leading this process at national, regional and club level. Such individuals will promote good practice and ensure the implementation of this Policy at all levels of the sport. Safeguarding Officers will also provide the main contact for issues related to ensuring the safe recruitment of volunteers and responding to concerns/allegations or disclosures. Role descriptions, guidance and training to help in supporting these critical positions have been developed and are available via the website or on request from the national office.

## 1.2 RECRUITMENT, SELECTION AND RETENTION OF PERSONS WITH ACCESS TO YOUNG PEOPLE POLICY

This policy should be read in conjunction with Use of Disclosure and Barring Service (DBS) Policy (Section 1.3) and Recruitment (Section 2.13).

### General Principles

It is important that reasonable steps are taken to ensure that individuals with access to young people in volleyball, whether in a paid or unpaid capacity, are suitable and appropriate. This can:

- Help to protect young people and adults participating in volleyball as well as the sport itself.
- Ensure that young people can participate in a safe and enjoyable environment.
- Demonstrate a clear commitment to safeguarding and protecting young people to potential participants, parents/carers and external partners (such as public funders, sponsors, venue management).
- Help to deter the small minority of people who are unsuitable to work with young people from using sport as a means of gaining access to young people.
- Ensure that everyone within the volleyball community has an understanding of the importance of good practice in recruitment, selection and retention for safeguarding young people and should know what Volleyball England's policy is on recruitment and retention.
- Ensure that staff and volunteers in volleyball must be recruited, retained and fairly treated regardless of age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- Ensure that staff and volunteers in volleyball are not discriminated against unfairly on the basis of a conviction or other information revealed on a DBS disclosure. Volleyball England has a policy on recruitment of ex-offenders, which is written in accordance with the Rehabilitation of Offenders Act 1974.
- Ensure that selection processes when recruiting to any

position, whether paid or unpaid, must be open, fair and transparent.

### Responsibilities of Those within Volleyball

1. All individuals working (or seeking to work) with young people, as a Volleyball England employee or volunteer, must complete an application form providing a reference for, and details of, experience working with young people. Example application form: SP1 Form.
2. All individuals must complete a self disclosure form. Example form: SP2. All individuals who meet the eligibility criteria will be subject to a Disclosure and Barring Service (DBS) check in accordance with the Volleyball England Use of DBS Policy (Section 1.3).
3. When an individual has no experience of paid or voluntary work with young people, or where Volleyball England considers it necessary, a reference should be sought from a reputable person to ascertain suitability to work with young people. Example reference request form: SP3 Form.
4. All individuals working, or seeking to work, with young people must undergo a thorough interview conducted by a Volleyball England representative. (A representative can mean any affiliated member of the organisation).
5. When an individual has been selected for a role or position that may involve working with young people, the responsible body must conduct an induction process which ensures that the individual:
  - i) Is fully aware of the duties and responsibilities of the post.
  - ii) Is aware of who their direct supervisor is and whom they are to report to.
  - iii) Has fully read and understood the Volleyball England Safeguarding & Protecting Young People Policy and understands their responsibilities and obligations.
  - iv) Is directed to attend a recognised safeguarding and protecting young people course such as Sports Coach UK's 'Safeguarding and Protecting Children' Workshop or an equivalent level course organised by another sporting body.



### Volleyball England's Role

Volleyball England is committed to supporting its affiliated clubs and associations to implement policies through the provision of appropriate access to education and training and supporting documentation.

Volleyball England is also committed to ensuring that concerns relating to the recruitment, selection and retention of persons with access to young people in volleyball are taken seriously and acted upon swiftly and appropriately. To achieve this, Volleyball England has developed procedures for reporting concerns, set out in Section 3 of this document. Volleyball England may refer concerns to the relevant statutory agencies, instigate proceedings under its own Safeguarding and Protecting Young People - Complaints and Disciplinary Regulations or refer the matter to a club or association for resolution as appropriate.

### 1.3 USE OF DISCLOSURE & BARRING SERVICE (DBS) POLICY

This policy should be read in conjunction with Recruitment, Selection and Retention of Persons with Access to Young People Policy. (Section 1.2).

#### What is the Disclosure and Barring Service?

The Protection of Freedoms Act 2012 has introduced new safeguarding and vetting requirements affecting individuals who have contact with young people.

In December 2012 the Criminal Records Bureau (CRB) and the Independent Safeguarding Authority (ISA) merged to form the Disclosure and Barring Service (DBS). The DBS will now issue disclosure certificates.

The DBS allows Volleyball England and affiliated groups to make informed recruitment decisions. Any individuals wishing to work with young people in volleyball are subject to an enhanced DBS check and/or barred list check (where eligible).

Please remember DBS checks should not be used in isolation, they should be part of the process to determine if someone is suitable to work with young people in a particular role.

#### General Principles

- Everyone within the volleyball community has an understanding of the use of DBS checks in volleyball and its relation to good practice in recruitment, selection and retention of staff and volunteers, and should know what Volleyball England's policy is on DBS checks.
- In accordance with Volleyball England's policy on recruitment, selection and retention of persons with access to young people, when recruiting to a position which meets the eligibility criteria, a DBS check must be undertaken through Volleyball England's DBS Service.
- In line with DBS policy and sports industry standard practice, Volleyball England will not recognise DBS checks obtained through other organisations.
- Where a DBS check will be required, all application forms, job advertisements and related documents issued by affiliated clubs and associations must contain a statement that a check will be requested in the event of the individual being offered the position.
- Given the potentially sensitive nature of information contained on DBS checks, all those involved in the process must maintain confidentiality in accordance with the DBS Code of Practice. Breach of this condition may result in disciplinary action being taken in accordance with Volleyball England's Safeguarding and Protecting Young People - Complaints and Disciplinary Regulations. Please contact the national office for further information.
- Should a DBS disclosure reveal any history of offending, Volleyball England will assess whether the offences are relevant and significant. All decisions taken will be in the best interests of young people and will balance the relevance and significance of the offence and rehabilitation of the offender in relation to the role they are undertaking. Volleyball England will advise the individual and the club or organisation of the outcome of this assessment process.
- Having a criminal record will not necessarily bar an individual from working or volunteering in volleyball. This will depend on the nature of the position and the circumstances and background of their offences. Factors that may be taken into account would include:
  - Whether the information received is relevant to the position they are applying for in relation to working with young people.
  - The seriousness of any offence or other matter.
  - The age of the person at the time of the offence.
  - The age of the victim involved and whether the offence

was violent or sexual in nature.

- The length of time since the offence or other matter occurred.
  - Whether the applicant has a pattern of offending behaviour or other relevant matters.
  - Whether the offences involved a breach of trust.
  - Whether the applicant's circumstances have changed since the offending behaviour or other relevant matters.
  - The circumstances surrounding the offence and the explanations offered.
- All decisions will be made in good faith whilst recognising that the welfare of young people remains paramount.
- Volleyball England will work with other relevant organisations to ensure that decisions are made according to best practice in the use of evidence and research in this field.
  - On receipt of DBS information regarding significant and relevant offending or other matters Volleyball England may initiate proceedings under its Safeguarding Young People - Complaints and Disciplinary Regulations.
  - Any information provided to Volleyball England by the DBS will be accepted as correct. Any dispute regarding information contained on a DBS check should be referred by the individual directly to the DBS.

#### Responsibilities of Those within Volleyball

Everyone within volleyball has a responsibility to ensure persons working with young people are suitable to do so. It is therefore everyone's responsibility to ensure DBS checks are completed where the eligibility criteria is met.

#### Who is Eligible for a Check?

The Government have reviewed the criteria to determine who is eligible for a DBS check and have introduced a new definition of 'regulated activity' to assist. The new guidance introduces safeguarding and vetting requirements for all those working with young people, whether they are in a paid or voluntary capacity.

The new definition distinguishes between roles that meet the definition of 'regulated activity' and whether they are deemed supervised or unsupervised roles. The supervision distinction determines the level of check required i.e. barred list check and/or enhanced DBS check. See diagram over page for eligibility.



**REGULATED ACTIVITY IS DEFINED AS:**

**ACTIVITY WHICH INVOLVES:  
TEACHING, TRAINING, INSTRUCTING,  
CARING FOR OR SUPERVISING CHILDREN:  
OR PROVIDING GUIDANCE/ADVICE ON  
WELL-BEING OR DRIVING A VEHICLE  
ONLY FOR CHILDREN**

And

**HAPPENS FREQUENTLY (ONCE A WEEK OR  
MORE) OR HAPPENS INTENSIVELY (ON 4  
OR MORE DAYS IN A 30 DAY PERIOD)  
OR HAPPENS OVERNIGHT (BETWEEN THE  
HOURS OF 2.00 AM & 6.00 AM)**

**IS THE ROLE UNSUPERVISED?**

Yes

**ENHANCED DBS  
CHECK REQUIRED  
AND BARRED LIST  
CHECK REQUIRED**

No

**ENHANCED DBS  
CHECK REQUIRED  
AND BARRED  
LIST CHECK NOT  
REQUIRED**

**NB: Under 16's are not eligible for a check.**

**Volleyball England's Role**

Volleyball England is committed to supporting its affiliated clubs and associations to implement policies through the provision of appropriate access to education and training, and supporting documentation. Volleyball England will ensure that all those involved in the process of decision making regarding the relevance of DBS disclosed information will be trained to identify and assess the relevance and circumstances of offences. They should also have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974. Volleyball England is an umbrella body for DBS checks. This means that Volleyball England will facilitate DBS checks for all affiliated clubs and associations through the Volleyball England DBS Service. Volleyball England will provide advice to clubs where the DBS check reveals adverse information, and this must be followed. Clubs and associations should note that they will remain responsible for all other aspects of the recruitment process.

**Management of Single Applicant Only Certificates**

From 17 June 2013, the DBS Enhanced Disclosure Certificate will be issued by the DBS to the applicant only. As a consequence of this change, Volleyball England will request applicants to send in an original copy of their DBS Enhanced Disclosure Certificate before confirming with clubs that an individual is clear to undertake a role in regulated activity.

All applicants will be contacted requesting that he/she send in the original DBS Enhanced Disclosure Certificate within twenty one days of receipt. Pending receipt of an original DBS Enhanced Disclosure Certificate the individual shall not be permitted to undertake a role in regulated activity but may remain in a supervised role for a maximum of three months.

If the individual fails to send the DBS Enhanced Disclosure within the requisite twenty one days, Volleyball England shall write to the individual, requesting that he/she provide the DBS Enhanced Disclosure within a further period of seven days and advising that should he/she fail to do so, he/she may be temporarily suspended from undertaking any role that meets the definition of 'regulated activity'. A copy of the letter will be sent to the club or affiliated association.

If the DBS Enhanced Disclosure is received within the requisite period and is clear, Volleyball England shall notify the club or affiliated association and the individual in writing, as soon as reasonably possible, confirming that the individual may commence a role in regulated activity.

If the DBS Enhanced Disclosure is received within the requisite period and it is not clear, Volleyball England shall proceed to consider and assess the facts of the particular case in accordance with its existing Safeguarding and Protecting Young People Policy before notifying the individual and the club or affiliated association of the outcome of the assessment.

**DBS Update Service**

This new subscription service lets individuals keep their DBS Certificates up-to-date so that they can be taken with them when they apply for more jobs and roles. Further information on this service including applicant's guidance can be found at [www.gov.uk/dbs](http://www.gov.uk/dbs). Volleyball England does not currently offer this service.



#### 1.4 PHOTOGRAPHIC & RECORDED IMAGES POLICY

The use of photographs and recorded images can be extremely useful for positively celebrating the success of young people in volleyball and assisting with training.

Volleyball England does not wish to prevent parents, spectators or coaches being able to take legitimate photographs or recorded images. However, Volleyball England is committed to protecting young people from the inappropriate or uninformed use of their image in resources, media publications, on the internet and elsewhere. With the development of new technologies it is increasingly easy to publish images at the point of action, through social media, live streaming and cloud technology which requires increased awareness and understanding of the need to prevent inappropriate or uninformed use.

##### Use of Photographic & Recording Equipment

Equipment can include; cameras, mobile phones, MP4 players, handheld consoles and other personal electronic devices.

A registration and/or accreditation process should be used for photographers when taking and using photographic and recorded images of young people, whether at an event, training or during matches. This will help to deter those wishing to take photographs or recorded images for inappropriate use. Example registration form: SP4 Form (section 4.1).

- Professional photographers/film/video operators wishing to record a Volleyball England event should seek permission from the event organiser by producing their professional identification for the details to be recorded. Ideally they should request this at least five working days before the event.
- Students or amateur photographers/film/video operators wishing to record the Volleyball England event should seek permission from the event organiser by producing their student or club registration card and a letter from their club or educational establishment outlining their motive for attending the event.
- All other spectators wishing to use photographic/film/video equipment should register with the event organiser on the day.

**Registration/Accreditation Procedure:** A record should be made of the name, address and club/organisation of anyone wishing to film or photograph at a session or event involving young people. Professionals should register prior to the event and their identification should be recorded. At registration, the event organiser will issue an identification label, which will serve to identify those who have been given permission to film or photograph. When events are held on a regular basis the identification label should be changed regularly to prevent unofficial replication.

**Public Information:** The specific details concerning photographic/video and filming equipment registration should, where possible, be highly visible, published prominently in event programmes and must be announced over the public address system prior to the start of the event, as per the recommended wording below.

**Recommended Wording:** "In line with the recommendations in the Volleyball England Safeguarding & Protecting Young People Policy, the event organiser requests that any person wishing to engage in any video or close range photography should register their details with them at the registration desk before carrying out any such photography."

Suspected inappropriate taking of photographic or recorded images should be challenged and reported.



##### Use of Photographic & Recorded Images

Permission to use images should be sought from the young person involved before being published. Parents and young people have a right to decide whether images are to be taken and how those images may be used. In accordance with good practice guidance for Competitions and Events (Section 2.9), parents and young people must provide written consent for images to be taken and used. There may be legitimate and/or legal reasons for denying consent. Example consent form: SP5 Form (section 4.1).

Images should reflect the positive aspects of volleyball such as, competition, fair play and fun. Care should be taken to ensure that images are not sexual or exploitive in nature, nor open to obvious misinterpretation and misuse.

All images of young people should be securely stored to avoid misuse and when published, particular care should be taken to ensure that no identifying details facilitate contact with a young person.

In the case of images used online, particular care must be taken to ensure that no identifying details are given.

When images are uploaded to social networking sites, the rights to the photograph belong to the host social media site and are in the public domain. Such photographs can then be directly linked to a young person.

There is no intention to prevent club coaches using video as a legitimate coaching aid. Participants and their parents should be aware that this is part of the coaching programme and permission granted. All footage should be stored securely and in line with data protection guidelines.

## 1.5 ELECTRONIC COMMUNICATION & SOCIAL MEDIA POLICY

Volleyball England does not wish to prevent communication between adults and young people and understands that communication is important in a young person's development and membership of a team, club or organisation. Changes in technology have created more opportunity for interaction with young people and Volleyball England is committed to keeping up to date with these technologies and advising on best practice.

### Electronic Communication

The term electronic communication includes contact with young people via email, text message, social networking sites and instant messaging systems.

### Technology

As technology develops, the internet and its range of services can be accessed through various devices including mobile phones, computers, games consoles and other devices. Although the internet has many positive uses, it also provides the possibility for misuse such as distribution of indecent images of young people, grooming young people via social networking sites, chat rooms and instant messaging systems and, furthermore, is used by young people as a means of bullying their peers.

All adults working with young people in volleyball are asked to adhere to the following good practice guidelines. Volleyball England will investigate any concern raised regarding individuals who are not adhering to this policy when communicating with young people.

### General Principles

- It is inappropriate for adults to communicate on a one-to-one basis with young people:
  - By text message
  - Through social networking sites
  - By email
  - By instant messaging
- All electronic communication by the above methods should include a copy to a third party, e.g. copy to the relevant Safeguarding Officer and/or parent.
- Adults should limit all electronic communication to volleyball related matters only.
- It is advised to send a group message rather than individual messages to one young person.
- Parental consent is required for communication between the adult and young person. This permission can be given as part of the club membership form at the start of the season. Example consent form: SP5 Form.
- The publishing of a photograph or video on a social networking site is governed by the same requirements as any other media outlet – see Volleyball England Photographic & Recorded Images Policy.
- All staff, volunteers, parents and members should behave responsibly and respectfully when online or texting. They should not post or discuss unfavourable comments about coaches, players, any helper or volunteer, parent or club.
- Electronic communication should never be used as a medium by which to abuse or criticise Volleyball England, its members, or clubs and to do so would be in breach of Volleyball England codes of conduct and therefore subject to disciplinary action.

### Text Messages

Text messages are not the preferred method of communication between adults and young people. However, where they are used they should be group (bundled) messages and should always be copied to the relevant Safeguarding Officer and/or parent.

### Emails

Emails are a positive and simple method of communication between adults and young people. Group emails are preferred, although in the case of an email to an individual young person, a copy must be sent to the relevant Safeguarding Officer and/or parent.

### Social Networking

- Volleyball England members in a position of trust (see Section 2.1 for full definition) and/or responsibility should not have young people as friends/fans/followers on personal social networking sites when the primary reason for their relationship is volleyball.
- Clubs using social networking sites must only accept members of the clubs as their friends/fans/followers or contacts on the social networking site/page/group. This must be stated on the site and must be set up for that reason. It is important the site's privacy settings are set ensuring that an outside adult may not be able to make contact with a young person by first gaining access via the club social networking site.

NB: Clubs are encouraged to set up a 'page' rather than a 'group' so that all interaction and communication is public and one to one communication is discouraged.

- Young members should be encouraged to set their privacy settings and not accept requests either from people unknown to them or from adults within volleyball. Likewise, adults should not accept requests from young people involved in volleyball. Moreover, all social networking sites are restricted to people over 13 years of age. This restriction must be adhered to.

### Instant Messaging Services

MSN, Yahoo, Google Chat, Facebook, Blackberry Messaging and other instant messaging services should not be used by adults to communicate with young people under any circumstances.

### Reporting Guidance

In the event of a young person showing an adult, in a position of responsibility and/or trust within volleyball, a text message, image or email that is considered to be inappropriate for a young person to have, the adult must inform the appropriate Safeguarding Officer.

## 1.6 ANTI-BULLYING POLICY

Volleyball England is committed to the prevention and effective management of bullying behaviour relating to young people in volleyball.

### This Policy Aims To:

- Provide staff, coaches, volunteers and officials with information if they are concerned about bullying.
- Provide young people 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 young people that they will be participating in a safe and friendly environment and that their well-being is our priority.
- Ensure that the rights of young people 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. Such behaviour can occur between young people but also from adults towards young people and is often motivated by prejudice against different groups, for example on grounds of race, religion, sex, social background or sexual orientation.

### Bullying behaviour may include any of the following:

- Verbal – 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 – including any use of violence.
- Sexual – unwanted physical contact or sexually abusive comments.
- Racist – racial comments, language, graffiti or gestures.
- Homophobic – because of, or focusing on, the issue of sexual orientation.
- Virtual – action through digital or cyber technology including social media, emails or text messaging.

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.

### Anti-Bullying Charter: 'Block It Out'

Bullying of any kind is not acceptable within volleyball and should not be tolerated. Volleyball England is committed to the following anti-bullying charter to prevent and manage bullying behaviour by aiming to 'Block It Out'.

It is expected that all teams, clubs and organisations within the volleyball community will pledge the following:

### We will:

- Respond appropriately and effectively to incidents of bullying.
- Listen and respond to young people's concerns and take appropriate action.

- Take parents'/carers' concerns seriously and respond effectively.
- Ensure all staff and volunteers are suitably trained to deal with any incidents.

### We aim:

- To create a positive, participative environment for young people.
- To encourage safe, accessible and challenging opportunities for young people.
- To ensure that all young people are able to participate freely in a safe, caring environment.

### To achieve this we will:

- Ensure that a young-person-centered environment is created during activities.
- Emphasise the positive social values of participation, sharing, helping and encouraging.
- Promote justice and equality in all activities.
- Establish clear ground rules/boundaries for activities.
- Ensure that all staff, coaches, volunteers and officials are offered appropriate training on behaviour management and bullying awareness.
- Work towards continuously improving the quality of activities.

We are committed to taking positive steps to eliminate bullying incidents within activities.

To achieve this we will encourage all participants to behave according to agreed codes of conduct, which will provide a framework of acceptable behaviour.

All participants agree to abide by the following:

- We will not tolerate bullying or harassment of any kind.
- We will be accepting of others regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or social status
- We will not ignore an incident of bullying and will take all signs of bullying seriously.
- We will use a 'time out' if we feel angry or under pressure, or just need time to calm down.
- We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome.
- We will not join in fights or disturbances.
- We will report any bullying incident to a member of staff/official immediately.
- We will not judge others on the way they speak, their social behaviour, appearance or their ability.
- We will try to remember that everyone matters, including ourselves.
- We will encourage all young people to speak and share their concerns.

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 Volleyball England Safeguarding & Protecting Young People Policy.

This Policy should be read in conjunction with the Good Practice Guidance section on Implementing Anti-Bullying Procedures (Section 2.10).