



ANTI BULLYING POLICY

GAA ACTIVITIES

O'Raghallaighs GFC

North Road

Drogheda

County Louth

23/01/2022

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1. Introduction

The O'Raghallaighs GFC policy is that all parties involved in our club and activities should accept their roles and responsibilities that they undertake as the club commits itself to maintaining an enjoyable and safe environment for all. The safeguarding of all the groups that form part of the club's community will always be a key priority as the club recognises that the welfare of the child is of paramount importance in our work. O'Raghallaighs GFC wishes to see this policy developed, promoted, and implemented as an initiative that encourages fair play, respect, equal opportunities, and safety in all aspects of our work with children, young people, and the club community.

The groups that form part of the club community are players, coaches, mentors, selectors, trainers, parents, guardians, family members, club members, employees, volunteers, members of the public who enter the club grounds, patrons, customers, spectators, supporters, guests, and external partners. The groups that form part of the club community may be expanded upon or reduced and should not be limited to the groups above.

The O'Raghallaighs GFC has developed an Anti-Bullying Policy when carrying out GAA activities approved by the Executive Committee. The Policy is a separate policy that is appended to the Safety Statement that outlines the policy for each Club Community Group and the process when the policy has been breached.

2. Anti-Bullying Policy Statement

Bullying in the O'Raghallaighs GFC will not be tolerated in any format and will be dealt with if found guilty with disciplinary action. This policy outlines the O'Raghallaighs GFC commitment to an environment where every member of the Club Community are treated with dignity and respect.

The club strives to create an environment that is supportive and conducive to work and sporting activities. This policy encompasses all groups in the Club Community. The club promotes, and is committed to supporting, a collegiate environment for the Club Community and they are free from discrimination (on any of the 9 grounds included in equality legislation), bullying, sexual harassment and other forms of harassment.

Anti-Bullying Policy (GAA Activities) aims to set out the all parties' commitment and duty to participate in creating a positive and tolerant environment. The policy also sets out a framework and the procedure for handling any issues that arise. The concept of equality is central to the ethos of the club.

The club states clearly its expectation that all parties will work to develop and maintain a high degree of respect and civility in our club environment.

The policy sets out to achieve the following:

- To raise awareness on the prevention of bullying and harassment.
- To support good communications amongst all parties and to set standards of behaviour which are acceptable in the club environment?
- To set out everyone's individual responsibility in both making themselves aware of the policy and their responsibility to resolve matters as quickly and as confidentially as possible.
- To provide methods of resolution for all parties in which they have several opportunities, both formal and informal, to resolve their individual situations.
- To promote an environment in which diversity is respected.

Bullying contains seven key features:

- An intention to be hurtful.
- The intention is carried out.

- The behaviour harms the target.
- The bully overwhelms the target with his or her power.
- There is often no justification for the action.
- The behaviour repeats itself again and again.
- The bully derives a sense of satisfaction from hurting the target.

3. Forms of Bullying

Examples of forms of bullying are listed below but they are not confined to these forms only.

- Direct bullying - where the behaviour is obvious and bystanders are aware of it e.g. physical or verbal.
- Indirect bullying - where the behaviour is more difficult to recognize e.g. intimidation or isolation.
- Verbal bullying - including slandering, ridiculing, slagging, abusive telephone calls, name calling etc.
- Physical bullying - including pushing, shoving, assaults, damage to person's property.
- Gesture bullying - includes non-verbal gestures/glances which convey threatening or frightening messages/intent.
- E-bullying/cyber bullying - using web pages, What's App, Facebook or any other forms of social media, emails or texts, to abuse, intimidate and attack others, either directly or indirectly.
- Relational bullying - behaviour which sets out to deliberately damage another person's friendship or feelings of inclusion in a friendship group e.g. exclusion, isolation etc.
- Extortion - the deliberate extortion of money or other items of property accompanied by threats.
- Homophobic bullying - bullying that is typically aimed at young people who are gay or bi-sexual, or who are perceived to be gay or bi-sexual. It will include name-calling, isolation and violence.

- Racial bullying - can be expressed physically, socially, or psychologically when one is labelled negatively as being different from others according to one's race.
- Mobbing - This means that the target is being bullied by a group of perpetrators and not just one perpetrator.

All types and forms of bullying are unacceptable. It is important to be aware, that bullying of a child may be carried out by other children (young and old) either individually or as part of a group or by an adult / adults. Bullying is a matter for the whole Club. This means that everyone in the Club has a part to play in countering bullying. It is the responsibility of the Club to deal with any instances of bullying.

Behaviour which makes for a bullying pattern will likely include not just one but a range of the following behaviours:

- Exclusion with negative consequences,
- Verbal abuse / insults,
- Being treated less favourably than colleagues in similar roles,
- Belittling a person's opinion,
- Disseminating malicious rumours, gossip, or innuendo,
- Socially excluding or isolating a person within the work sphere,
- Intrusion - pestering, spying, or stalking,
- Intimidation / aggressive interactions,
- Excessive monitoring of work,
- Withholding information necessary for proper performance of a person's job or duty,
- Repeatedly manipulating a person's job or duty content and targets,
- Blaming a person for things beyond their control,
- Use of aggressive and obscene language,
- Use of slurs and obscene remarks regarding, ethnic background, gender, sexual orientation and religious beliefs and,

- Other menacing behaviour.

4. Anti-Bullying Policy – GAA Activities

Anti-Bullying Policy in this document is the Anti-Bullying Policy (GAA Activities) and is the correct policy and procedure to follow when examining a complaint lodged. This policy should be read in conjunction with the current GAA Policies and Handbook such as the Code of Behaviour (underage) GAA Code of Behaviour for Working with Young People, GAA Guideline for Dealing with Allegations of Abuse, Code of Practice Applying to the Employment of People with Disabilities. If there is any discrepancy between the two documents the GAA Policies will take precedent over this document.

The groups covered under this policy are:

1. Players (adult & juvenile),
2. Coaches, mentors, selectors, trainers,
3. Parents, guardians, family members,
4. Club members,
5. Spectators and supporters.

The following Anti-Bullying Policy (GAA Activities) will only apply to the groups below if the respondent (alleged harasser) is assigned to one of the groups listed above.

1. Employees,
2. Volunteers,
3. Members of the public who enter the club grounds,
4. Patrons, customers,
5. Guests and,
6. External partners.

5. Anti-Bullying Policy – Groups Covered in the Safety Statement

For incidents in the work place or during non- GAA Activities refer to the Anti-Bullying Policy in the Safety Statement. The Anti-Bullying Policy for non- GAA Activities including the work place, sets out policy and procedures covering club members, employees, volunteers (non GAA activity), members of the public who enter the club grounds, patrons, customers, guests, and external partners. The groups that form part of the club community may be expanded upon or reduced and should not be limited to the groups above.

The groups covered under this policy are:

1. Employees,
2. Volunteers,
3. Members of the public who enter the club grounds,
4. Patrons, customers,
5. Guests and,
6. External partners.

6. Legislation & Policies which protect Dignity and Respect

This policy is underpinned by equality legislation. In addition, the policy complies with the Health and Safety Authority's Code of Practice on the Prevention of Workplace Bullying; the Equality Authority's Code of Practice on Sexual Harassment and Harassment at Work, the Labour Relations Commission's (LRC) Code of Practice Detailing Procedures for Addressing Bullying in the Work Place, GAA Code of Behaviour for Working with Young People, GAA Guideline for Dealing with Allegations of Abuse, Code of Practice Applying to the Employment

7. Players

A Player is defined as any person that participates in any GAA sporting activity whether it is football, handball, ladies' football, hurling or Camogie and any subsequent sporting activity classified now or in the future as a GAA sport. Players can benefit greatly from sports in terms of personal development and enjoyment. As part of their participation the players must be encouraged to realise that they also have responsibilities to treat others with fairness and respect. With rights there will always be responsibilities.

Players must agree to abide by the Code of Conduct, Code of Behaviour (Underage) and to any other policies and codes in the O'Raghallaighs GFC and GAA. Their responsibilities are set out in the GAA joint Code of Behaviour (Underage).

8. Coaches, Mentors, Selector & Trainers

A coach, mentor, selector, or trainer is defined as any person that participates in GAA sporting activity whether it is football, handball, ladies' football, hurling or Camogie and any subsequent sporting activity classified now or in the future as a GAA sport that involves interaction with individual players, teams or the club community as a coach, mentor, selector, or trainer.

Coaches, mentors, selectors, and trainers must agree to abide by the Code of Conduct, Code of Behaviour (Underage) and to any other policies and codes in the O'Raghallaighs GFC and GAA. Their responsibilities are set out in the GAA joint Code of Behaviour (Underage).

9. Parents, Guardians & Family Members

Parents and guardians are deemed to mean biological parent or grandparent, adoptive parent or grandparent, stepparent or step grandparent, foster parent or foster grandparent, or legal guardian of any group member in the club community whether they participate in GAA sporting activity or not. Family members are deemed to mean, brothers, sisters, aunty, uncles, cousins,

whether biological, adoptive, step, foster, or guardian related of any group member in the club community whether they participate in GAA sporting activity or not.

They must agree to abide by the Code of Conduct, Code of Behaviour (Underage) and to any other policies and codes in the O'Raghallaighs GFC and GAA. Their responsibilities are set out in the GAA joint Code of Behaviour (Underage).

10. Members

Members are deemed to mean members of the club that do not participate in GAA sporting activities and have paid their annual non-playing club membership.

They must agree to abide by the Code of Conduct, Code of Behaviour (Underage) and to any other policies and codes in the O'Raghallaighs GFC and GAA. Their responsibilities are set out in the GAA joint Code of Behaviour (Underage).

Members should always:

- Encourage fair play among the teams and players.
- Encourage teams to always do their best even in training and enjoy themselves.
- Represent their family and club with pride and dignity.
- Respect officials, coaches, mentors, selectors, trainers, players from within and from outside the club and respect their decisions gracefully.
- Respect coaches, mentors, selectors, trainers, and players when they do well and even when they do not so well.
- Respect the opponents, spectators, supporters and attendees to the event or match.
- Respect all the members of the club community regardless of their ability, ethnic origin, cultural background, or religion.
- Be modest in victory and gracious in defeat.
- Do not tell lies or be dishonest about members of the club community.

- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take care of their own safety.
- Co-operate with the club regarding health & safety.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.
- Must not interfere with or misuse any specified items or equipment.
- Any member that recklessly endangers his / herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Comply with the Clubs and GAA Policies & Code of Conduct.
- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Members should not:

- Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.
- Use unfair or bullying tactics to gain advantage or isolate members of the club community.
- Spread rumours.
- Tell lies about members of the club community.
- Use unacceptable abusive language or racial and / or sectarian references.

11. Employees

Employees are deemed to mean any person who is in receipt of remuneration for the supplying of their labour service to the O'Raghallaighs GFC.

For incidents in the work place or during non- GAA Activities refer to the Anti-Bullying Policy in the Safety Statement. The Anti-Bullying Policy for non- GAA Activities including the work place,

sets out policy and procedures covering club members, employees, volunteers (non GAA activity), members of the public who enter the club grounds, patrons, customers, guests, and external partners.

12. Volunteers

Volunteers are deemed to mean any person who receives no remuneration for the supplying of their labour service to the O'Raghallaighs GFC.

For incidents in the work place or during non- GAA Activities refer to the Anti-Bullying Policy in the Safety Statement. The Anti-Bullying Policy for non- GAA Activities including the work place, sets out policy and procedures covering club members, employees, volunteers (non GAA activity), members of the public who enter the club grounds, patrons, customers, guests, and external partners.

13. Members of the Public

Members of the public are deemed to mean any person who enters the O'Raghallaighs GFC grounds and does not fall under any other category.

For incidents in the work place or during non- GAA Activities refer to the Anti-Bullying Policy in the Safety Statement. The Anti-Bullying Policy for non- GAA Activities including the work place, sets out policy and procedures covering club members, employees, volunteers (non GAA activity), members of the public who enter the club grounds, patrons, customers, guests, and external partners.

14. Spectators & Supporters

Spectators and supporters are deemed to mean anyone that enters the O'Raghallaighs GFC grounds and attends a match or event and is not participating in the event, whether they paid into the event or attendance was free.

They must agree to abide by the Code of Conduct, Code of Behaviour (Underage) and to any other policies and codes in the O'Raghallaighs GFC and GAA. Their responsibilities are set out in the GAA joint Code of Behaviour (Underage).

15. Guests

Guests are deemed to mean any person who enters the O'Raghallaighs GFC grounds on receipt of an invitation from a club member who has paid their membership, otherwise they are classified as members of the public.

For incidents in the work place or during non- GAA Activities refer to the Anti-Bullying Policy in the Safety Statement. The Anti-Bullying Policy for non- GAA Activities including the work place, sets out policy and procedures covering club members, employees, volunteers (non GAA activity), members of the public who enter the club grounds, patrons, customers, guests, and external partners.

16. Patrons & Customers

Patrons and customers are paying customers for the use of the facilities such as the club house bar, hall, etc. They must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC, agreement between the club and them and the O'Raghallaighs GFC Safety Statement.

For incidents in the work place or during non- GAA Activities refer to the Anti-Bullying Policy in the Safety Statement. The Anti-Bullying Policy for non- GAA Activities including the work place, sets out policy and procedures covering club members, employees, volunteers (non GAA activity), members of the public who enter the club grounds, patrons, customers, guests, and external partners.

17. External Partners

External partners are deemed to mean tenants, organisations and sole traders who use and support the O'Raghallaighs GFC facilities. They must agree to abide by the Code of Conduct to any other policies and codes in the O'Raghallaighs GFC, agreement between the club and them and the O'Raghallaighs GFC Safety Statement.

For incidents in the work place or during non- GAA Activities refer to the Anti-Bullying Policy in the Safety Statement. The Anti-Bullying Policy for non- GAA Activities including the work place, sets out policy and procedures covering club members, employees, volunteers (non GAA activity), members of the public who enter the club grounds, patrons, customers, guests, and external partners.

18. Breach of Code of Conduct Policy

O'Raghallaighs GFC reserves the right to report any alleged breach to An Garda Síochána. If the O'Raghallaighs GFC reports the alleged breach to An Garda Síochána, O'Raghallaighs GFC must pause their examination until after An Garda Síochána investigation has concluded.

Any alleged breaches by an employee, patron, customer, or external partner will be examined in accordance with the terms and conditions of the contract / agreement between the O'Raghallaighs GFC and the relevant party.

All alleged breaches should be reported as outlined below depending on the process.

18.1 Informal Process

Any complaints that are report verbally regarding alleged breaches of the Policy should be reported in accordance with joint ***“Code of Behaviour (Underage): Dealing With Alleged Breaches of the Code of Behaviour (Underage)”***

18.2 Formal Process

Any complaints that are report verbally regarding alleged breaches of the Policy should be reported in accordance with joint ***“Code of Behaviour (Underage): Dealing With Alleged Breaches of the Code of Behaviour (Underage)”***

The alleged breach will be examined in accordance with the procedure laid out in the joint ***“Code of Behaviour (Underage)”*** or relevant Policy and Handbook. Any sanctions that may result due to an allegation being upheld will be issued in accordance with the sanctions set out in the Policy.