



## Bullying and Harassment Policy

<b>Policy Name</b>	Bullying and Harassment Policy
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This policy exists in conjunction with policies laid out by The British Para Ice Hockey Association and England Ice Hockey



## Foreword

Para ice hockey is a sport that is designed for everyone regardless of their age, culture, disability, gender, language, racial origin, religious beliefs, social background or sexual identity. It promotes camaraderie and allows friendships to be cultivated.

We recognize that good natured 'banter' can help a team to bond and allow team members to get to know each other. However, if this 'banter' is repeatedly aimed at one individual it can easily become bullying, and can damage self-confidence, and lessen an individual's enthusiasm for the sport.

The Sheffield Steelkings and all of our players and volunteers are committed to providing a safe and friendly environment for everyone to play the game, and to allow them to maximise their potential. Bullying and harassment of any kind are unacceptable within the sport, therefore, we expect everyone to act safely, be safe and feel confident to seek support should they believe that they or others are unsafe.

Regarding junior players, we want parents to feel confident that their children are safe and cared for in the sport and that incidents, if they should arise, are dealt with promptly and appropriately. Instances of this nature are very rare, but complacency must be avoided.

## What is Bullying?

It is important to understand what does and doesn't constitute bullying.

Bullying is not occasional disagreements or unkind comment. Bullying is deliberate hurtful behaviour, either physical or psychological, which is unprovoked and is repeated over a period of time.

Bullying is extra concerning when it pertains to a protected characteristic:

Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion or Belief, Sex, and Sexual Orientation.



## Objectives of this Policy

- The Sheffield Steelkings require everyone involved with the club to have read this policy, and have an understanding of what bullying is.
- The Sheffield Steelkings require everyone involved with the club to take bullying seriously, and know that it will not be tolerated.
- The Sheffield Steelkings require everyone involved with the club to comply with all anti bullying rules, and to take seriously any investigations into reports of bullying or harassment.

## Reporting Bullying

All reported incidents of bullying or harassment will be taken seriously, and will be thoroughly investigated.

Any person who suspects, or has evidence to suggest, that any bullying has taken place, should report this to a member of the club committee or to the designated player representative who will relay the information to the committee.

Suspected incidents of bullying and harassment should not be widely discussed, as this can create rumours and general disharmony throughout the club.

## Responding to Reports of Bullying

If an incident of bullying is reported the club will respond in the following ways:

1. The first course of action is to discover if a simple reconciliation is possible, on occasion the aggressor is unaware of their actions and by having their behaviour highlighted a genuine apology may solve the problem.



2. If this fails or is not deemed appropriate the club should meet with the alleged victim (plus parent[s] if appropriate) and minutes should be taken, which should be agreed by all as a true account.
3. The club should then meet with the alleged bully (and parent[s] if appropriate) and discuss the incident that has been highlighted and allow them to put their perspective on the allegation. Again, it is essential that minutes are taken and agreed with all those present.
4. If, following an investigation, bullying has been deemed to have taken place the aggressor should be advised that if the bullying continues then either a temporary or permanent suspension will be the outcome. It may also be appropriate at this point to consider whether a reconciliation meeting between the parties is appropriate.

## Outcomes

The ideal scenario would be for the two parties to reconcile and for the bully (bullies) to genuinely apologise. However, if this is not possible suspension or even exclusion will be considered. It is essential that following any investigation into an incident of bullying that each case is monitored and reported on to ensure that the bullying does not reoccur.