



O.N.A.K.A.I.

Official National Amateur Karate Association of Ireland

National Governing Body for Karate in Ireland

ANTI-BULLYING POLICY

O.N.A.K.A.I. is committed to providing:

1. safe, enjoyable and positive environment for participation in Karate for all
2. participate in karate without fear of bullying, abuse or exclusion
3. compete in an environment set on rules and fair treatment
4. an opportunity for all to reach their potential in karate without fear, embarrassment or criticism
5. protection from disruptive behaviour of others by implementing structures and relevant training to deal with allegations of bullying
6. committed to achieving an ethos of respect so as to maximise the potential of all our members when participating in karate

Definition of Bullying

Bullying can be defined as repeated use of power, by one or more persons, intentionally to harm, hurt or adversely affect the rights or needs of another or others.

Bullying Behaviour

Bullying behaviour can occur in any social environments where groups of people interact. It includes behaviour such as exclusion, gossiping, teasing, taunting, threatening, and hitting and extortion by one or more persons against a victim or target. The target of the bullying behaviour may be an individual or a group of people.

Signs of Bullying

1. Reluctance to come to a venue or take part in training complete withdrawal/drop out
2. Physical signs (unexplained bruises, scratches, or damage to belongings)
3. Stress-caused illness – headaches, and stomach aches which seem unexplained
4. Fearful behaviour (fear of walking to a training/match, going different routes, asking to be driven)
5. Frequent loss of, or shortage of, money with vague explanations
6. Having few friends or drop out of newer members
7. Changes in behaviour (withdrawn, moody, irritable, upset, distressed, lack of concentration,)
8. Anxiety (shown by nail-biting, fearfulness, tics)



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Preventing Bullying

1. Ensure that all members follow the Code of Conduct, which promotes the rights and dignity of each member.
2. Deal with any incidents as they arise.
3. Use No-blame approach, working with bullies and the group of young people, helping them to understand the hurt they are causing, and dealing with the problem as a shared concern.
4. Reinforce Permission to tell culture, never tell a young person to ignore bullying.
5. Encourage young people to negotiate, co-operate and help others, particularly new members.
6. Offer the victim immediate support and put the No blame approach.
7. Never encourage a young person to deal with the problem on their own.
8. Tell the victim there is nothing wrong with them and it is not their fault.

Procedures for dealing with bullying

1. All incidents of bullying should initially be reported to the Club/Association CCO/DLR
2. CCO / DLR should investigate the allegation
3. Where the allegation refers to children/young or vulnerable persons parents must be contacted.
4. Young people who have been bullied will be helped by
 - a) providing an opportunity to discussing what happened;
 - b) investigating the incident; establishing the wrong doing and need to change
 - c) informing parent/guardian(s) of both the victim and the bully about the incident
5. Consider necessity to make report to O.N.A.K.A.I. NCO and the statutory authorities.
6. It maybe required to consider disciplinary procedures in which case references should be made to O.N.A.K.A.I. Complaints, Grievances and Disciplinary Policy and Procedure

“No Blame Approach”

Step 1 – Talk to the victim, be considerate in approach, and careful not to trivialise their feelings

- Was it verbal or physical intimidation?
- How hurt is the victim?
- Was it within his/her own peer group?
- Ensure the victim that his/her name will not come out in the investigation.
- Actively listen.

Step 2 – Arrange to meet with all involved;

Meeting should include some bystanders, those who may have colluded, those who joined in and those who initiated the bullying.



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- Have a maximum of six to eight in the group – keep the number controllable.
- Make a point of calling a Special meeting.
- Ensure the severity of the topic is understood by all.
- Speak only of the hurt caused in general terms with no reference to the victim.
- Play on the conscience of all – ask questions like: How would you feel?
- Would you like it done to you?

Step 3 – Explain the problem.

Discuss the distress being suffered as a result of the bullying incident. At this stage the details of the incident or the allocation of the blame is not discussed. Explain the feelings of loneliness, feeling left out, rejected, laughed at. Ask questions such as:

- Would they like it if it happened to them?
- “Someone here in this group was bullied by someone within the group, what could we do to see it does not happen again?”
- Listen, watch out for reactions, and pick up on any without isolating anyone

Step 4 - Share the responsibility

Explain what steps/controls may have to be introduced to prevent further incidents and how everyone will lose out as a result.

Step 5 - Ask the group for their ideas

Encourage the group to suggest ways that would make the victim feel happier. All positive responses are noted. Use phrases “if it were you” to encourage a response. Listen to all suggestions and note them.

Step 6 - Leave it to them

Now the problem has been identified, solutions suggested, the problem is now handed over to the group to solve. Pass responsibility over to the group and give a time frame within which something must be done.

Step 7 - Meet them again

Each member of the group, including the bully, discuss how things are going, who is doing what and have there been other incidents. This allows for continual monitoring and also keeps all involved in the process. Reinforce the idea of the team looking after each



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