

Battle Bowls Club – Anti-bullying Policy

1. Introduction

1.1 Battle Bowls Club has a commitment to providing a caring, friendly and safe environment for all bowlers so they can take part in a relaxed and secure atmosphere regardless of their age or background. Quite simply, bullying of any kind is unacceptable.

1.2 If bullying does occur, all members should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the Club Safeguarding Officer as soon as they have concerns.

1.3 While there is no legal definition of bullying, Club regards bullying for the purpose of this policy as repeated action intended to hurt someone either physically or emotionally. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Sexist – belittling someone because of their gender
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Financial - using threats, deception, or pressure to coerce someone into taking financial actions against their interests
- Cyber - any issues relating to the internet, such as email, social media & internet chat room misuse.
- Mobile threats - by messaging & calls; misuse of associated technology, i.e. camera & video facilities

2. Commitment

2.1 As a Club, we take bullying seriously. Anyone involved in the Club should be assured that they will be supported when bullying is reported

2.2 The policy and procedures will be widely promoted and are mandatory for everyone involved in Battle Bowls Club. Failure to comply with the policy will be addressed without delay and may ultimately be subject to the Club's Disciplinary Policy (as per section 2.1.1)

3. Monitoring

3.1 The policy will be reviewed a year after its first publication and then every three years thereafter, or whenever there are changes in legislation or government guidance.

3.2 The policy will also be reviewed following the closure of each safeguarding concern report to ensure that no changes or improvements are required.

4. Responsibility for implementation

4.1 The Battle Bowls Club committee has overall accountability for this policy and its implementation

4.2 The Club's Safeguarding Officer is responsible for updating this policy in line with legislative and club developments

4.3 All individuals involved in or present at the club are required to adhere to the policy

5. Procedure

5.1 All incidents of suspected bullying should be reported to the Club Safeguarding Officer who will investigate the circumstances, speaking with individuals involved and with witnesses to the alleged incident(s) if any.

5.2 If the Safeguarding Officer determines that the Club should deal with the situation, in the first instance where appropriate it will seek to reconcile the parties to the incident by getting them together; it may be that a genuine apology solves the problem.

5.3 Where attempted reconciliation is not appropriate or having been tried it fails, the reported incident(s) will be considered as a potential breach of the Club's Disciplinary Policy and handled in accordance with the procedures set down in sections 3 to 10 of that policy.

5.4 Where a child (ie anyone who has not attained the age of 18) is a party in the alleged bullying, the parents of, or other carers with parental responsibility for, the child will be informed of the incident before any disciplinary procedures are initiated and will be invited to participate in those procedures.