

Anti-bullying Policy

Statement of intent

BowlsWales is committed to providing a caring, friendly and safe environment for all of our members and bowls clubs across Wales to play and compete in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at all of our affiliated organisations. If bullying does occur, all members should be able to speak out and feel reassured that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the welfare officer, coach, teacher or another officer or employee of the organisation.

What is bullying?

The Anti-Bullying Alliance defines bullying as “the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace”.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Organisations and clubs have a responsibility to respond promptly and effectively to issues of bullying.

Most bullying incidents are not crimes. But some types of bullying are illegal and should be reported to the police. This includes bullying that involves violence, assault and theft; harassment or intimidation over a period of time including calling someone names or threatening them, making abusive phone calls and sending abusive emails or text messages (one incident is not normally enough to get a conviction); and anything involving hate crimes.

Procedures

- Report incidents of bullying to the club safeguarding/welfare officer, coach, teacher or another officer or employee of the organisation or club
- In cases of serious bullying, the incidents are to be recorded by that person and referred to the welfare officer if he/she is not already aware
- In serious cases, parents should be informed and will be asked to come in to a meeting to discuss the problem

- If necessary and appropriate, the police will be consulted
- The bullying behaviour, or threats of bullying, must be investigated and the bullying must be stopped quickly
- If bullying is found on the 'balance of probability' to have taken place, then appropriate action will be taken. This includes attempting to help the bully/ bullies to change their behaviour.

Outcomes

- The bully/bullies may be asked to genuinely apologise. Other consequences may take place
- In serious cases, suspension or even exclusion will be considered
- If possible, the members will be reconciled
- After the incident(s) have been investigated and dealt with, each case will be monitored

Other helpful organisations:

Kidscape Parents Helpline:

ChildLine: 0800 1111

Youth Access: 020 8772 9900

Family Lives: (formerly Parentline Plus)

BullyingUK: (part of Family Lives) www.bullying.co.uk Visit the Kidscape website www.kidscape.org.uk for further support, links, advice and downloads.

Guide for safeguarding or welfare officers: how to deal with bullying

- Initially, try to reconcile the parties through mediation. The mediator could be you and/or the coach or teacher
- Where any member under 18 is involved, ensure a parent/carer, or another adult nominated by the parent, is present when the member is spoken to
- If a resolution cannot be amicably reached then seek advice from BowlsWales Safeguarding Officer