



HBC ANTI BULLYING POLICY

Policy Statement:

Harlaw Bowling Club is fully committed to championing the wellbeing and inclusion of all within our sport. We believe that bullying is never acceptable and that everyone within our sport has the right to participate and perform in a safe and inclusive environment.

Harlaw Bowling Club recognises our responsibility in our wellbeing and protection policies to promote safe practice and to protect all members, from harm, poor practice, exploitation and abuse; this includes bullying. Our Anti-Bullying policy considers Respect for All: The national approach to anti-bullying in Scotland and our commitment to the principals of "Getting it Right for Every Child" (GIRFEC).

Harlaw Bowling Club is fully committed to an inclusive environment and rights-based approach within our sport. To that end we recognise and implement the general principals of both the UN Convention on the Rights of the Child (UNCRC) and the UN Convention on the Rights of Persons with Disabilities as well as the Equality Act. Staff and volunteers will work together to embrace difference and diversity and respect the rights of all.

Bullying of any kind is unacceptable, Harlaw Bowling Club understand that a player's wellbeing can be seriously impacted by bullying behaviour and therefore recognises the information provided by respect *me*, Scotland's Anti-Bullying Service: 'Bullying is never acceptable; it doesn't make a person better or stronger to get through it and it should never be seen as a normal part of growing up/life.'

Harlaw Bowling Club believes that the best approach to tackling bullying is to create a positive culture and ethos of inclusion and take a preventative approach:

Preventative Actions:

- Know about the anti-bullying policy
- Challenge inappropriate behaviour – even small incidents should not go unchallenged
- Patrol/manage know hot-spot locations
- Think about how to stop bullying before it happens
- Ensure everyone is included, engaged, and involved and have the opportunity to participate
- Re-enforce the positive use of Codes of Conduct

This policy applies to all regardless of age, gender, sexual orientation, disability, race, religion, socio-economic status, or family circumstance.



Bullying a definition:

Bullying is a behaviour that can make a person feel frightened, threatened, left out and hurt. Something only must happen once to make a person feel worried or scared to go to their club training or other places they enjoy going.

Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency'. Bullying takes place in the context of relationships: it is behaviour that can make people feel hurt, threatened, and left out. This behaviour happens face to face, verbally (on the phone), written via text message and online. (**Respect for All**)

Bullying is hurtful behaviour, in situations where it's difficult for those being bullied to defend themselves; often carried out where people in a position of power and authority can't see it. It can take many forms, including:

- Physical – tripping, hitting, kicking, punching, shoving, any use of violence as well as theft or damage to someone's belonging
- Verbal - threats, name-calling, spreading rumours, teasing name
- Emotional – Ignoring, leaving out an individual from activities and social acceptance of the peer group, being unfriendly, excluding, tormenting (e.g. threatening gestures)
- Cyber – Sending abusive text, email or instant messages, vindictive posts on all areas of the internet such as social media sites, emails, mobile threats by text messaging and calls, misuse of connected technology, i.e. camera and videos
- Racial – May occur when a person is treated differently because of their ethnicity, race or culture e.g. racial taunts, gestures, graffiti.

If you suspect yourself or anyone is being subjected to any of the above forms of bullying please contact the HBC Wellbeing & Protection Officer