



Nunthorpe Bowling Club

Anti-Bullying Policy

1. Aim

To ensure everyone has the right to experience and enjoy bowls in a safe environment free from bullying and abuse.

To commit to provide a caring, friendly and safe environment for all of our bowlers so they can take part in a relaxed and secure atmosphere regardless of their background or circumstance.

2. WHAT IS BULLYING?

Bullying is the use of force, coercion, hurtful teasing or threat to abuse, aggressively dominate or intimidate. The behaviour is often repeated and habitual, rather than just a one-off occurrence.

There is typically an imbalance of physical or social power. This imbalance distinguishes bullying from conflict.

Bullying can be:

Verbal

Emotional

Physical

Racist

Ageist

Sexual

Sexist

Homophobic and Biphobic

Transphobic

Cyber Bullying

3. OBJECTIVES

All members should understand what bullying is and that it won't be tolerated at Nunthorpe Bowling Club.

All members should know what to do if they experience bullying.

Anyone involved should be assured that they will be supported when bullying is reported.

4. RESPONSIBILITY AND COMMUNICATION

Bullying concerns will be discussed wherever possible with the individual concerned to keep them involved and where appropriate to ask their consent to any actions.

All suspicions and allegations of bullying will be taken seriously and responded to swiftly and appropriately.

Members have a responsibility to report any concerns to the Safeguarding Officer or any member of the committee.

5. RECOMMEND CLUB ACTIONS

If the club decides it is appropriate for them to deal with bullying a meeting should be arranged in strict confidence with the person making the allegation to obtain more information. This will normally include the club's Safeguarding Officer. Minutes should be taken for clarity, which should be agreed by all as a true account. The person making the report can request they can be accompanied by a friend. The meeting should clarify the victim's preferred actions which could include

Support for them but no actions against the alleged perpetrator. The alleged perpetrator should be informed of the allegation and be able to comment on the claim and advised mediation next step

A mediation meeting should be set up within a reasonable time scale

Following a successful mediation meeting, a written agreement should be confirmed by all parties and the club committee should monitor the situation for a given amount of time to ensure the bullying is not repeated and that there is no retaliatory behaviour.

If mediation does not produce an appropriate resolution disciplinary action can be taken.

If anyone feels that they are being bullied or feel anyone else is being bullied please report it to the Safeguarding Officer or any member of the committee.

6. Revision and Review

Date	Version	Action	Who
Jan 2024	V1-0	Initial released version	WEM