



AIBBC Anti Bullying Policy

Everyone has the right to experience sport in a safe environment, free from abuse and bullying. As in most environments, bullying can and does happen in sport.

Sports organisations play an important role in creating a positive club ethos that challenges it.

Within bowls there is 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 in bowls. 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.

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. There is typically an imbalance of physical or social power. This imbalance distinguishes bullying from conflict. The dynamics of bullying can be more complex than the basic idea of a bully and a victim. This video clip from the Anti – Bullying Alliance explains other roles.

Understanding bullying as a group behaviour - YouTube

Bullying can be: •

Verbal - name-calling, sarcasm, spreading rumours, teasing.

- 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.
- Sexist – belittling someone because of their gender.
- Homophobic and biphobic - where people are discriminated against and treated unfairly by other people because they are lesbian, gay or bisexual or are perceived to be such.
- Transphobic - where people are discriminated against because their gender identity doesn't align with the sex they were assigned at birth or perhaps because they do not conform to stereotypical gender roles or 'norms'.

Cyberbullying has become more common. It is a form of bullying behaviour that takes place on social media, in online games and through mobile phones. Cyberbullying can have just as much of an impact on children and young people as more direct, face-to-face bullying and is often harder to escape in the online world.

Objectives of this Policy

- All members, coaches, volunteers, officials and parents/carers should understand what bullying is and that it won't be tolerated in bowls.
- All members, coaches, volunteers, officials, and parents/carers should know what to do if they witness or experience bullying within the sport.
- Anyone involved in bowls should be assured that they will be supported when bullying is reported.

Procedures

1. Report bullying incidents to the Club or County Safeguarding Officer, member of the Club or County committee or an adult you can trust.
2. In cases of serious bullying, the incidents will be referred to the relevant NGB Safeguarding Officer.
3. In all cases affecting children, parents/carers of alleged victims should be informed.
4. If necessary and appropriate, the victim might consult the police. Laws concerning harassment, online behaviour, hate crime, use of violence and discriminatory behaviour may be relevant.
5. The bullying behaviour will be investigated with the intention of stopping the bullying quickly.
6. The victim will be provided with information about support agencies and helplines.
7. An attempt will be made to help the bully/bullies change their behaviour.
8. Mediation can be considered if both/all involved are willing to participate. If mediation fails and the bullying continues, disciplinary action can be taken.

Recommended Club Action

If the club decides it is appropriate for them to deal with the situation, they will follow the club's disciplinary policy

Remember, banter is only banter when the recipient is not offended or upset, if they are and it continues, it's not banter, it's bullying.

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Review due 2027