



ANTI BULLYING POLICY (EG20)

The **South Staffordshire Golf Club** recognise its duty of care and responsibility to safeguard all participants from harm. So, we will:

- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures.
- seek to ensure that bullying behaviour is not accepted or condoned.
- require all members of the SSGC to be given information about, and sign up to, this policy.
- take action to investigate and respond to any alleged incidents of bullying.
- encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct to address bullying.
- ensure that staff, volunteers and coaches are given access to information, guidance and / or training on bullying.

Each participant, coach, volunteer or official will:

- respect every child's need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- respect the feelings and views of others.
- recognise that everyone is important and that our differences make each of us special and should be valued.
- show appreciation of others by acknowledging individual qualities, contributions and progress.
- be committed to the early identification of bullying, and prompt and collective action to deal with it.
- ensure safety by having rules and practices carefully explained and displayed for all to see.
- report incidents of bullying they see. Doing nothing would be condoning bullying.

Everybody in the SSGC has a responsibility to work together to stop bullying and all forms of it should be investigated and addressed. Bullying can include online and offline behaviour.

Bullying can also include:

- **physical bullying**, such as hitting and kicking, or other forms of violence / unwanted contact.
- **verbal bullying**, such as homophobic or racist remarks, threats, gestures, name calling, sarcasm, spreading rumours, persistent teasing, tormenting, ridiculing, and humiliation.
- **emotional bullying**, such as, an individual being ignored, or isolated from activities or a group.

Children with a disability, from ethnic minorities, young people who are gay, or lesbian, or those with learning difficulties are more vulnerable from this form of abuse and are more likely to be targeted.

The SSGC will try to ensure that:

- children know who will listen to them when they have a problem, and support them.
- systems are established to open the door to children wishing to talk about bullying or any other issue that affects them.

- potential barriers to talking (including those associated with a child's disability or impairment are identified and addressed at the outset to enable children to approach adults for help.
- children have access to helpline numbers.
- anyone who reports an incident of bullying is listened to carefully and supported.
- any reported incident of bullying is investigated objectively and all those involved are listened to carefully.
- Children being bullied are supported and given assistance to uphold their right to play and live in a safe environment which allows their healthy development.
- those who bully are supported and encouraged to stop bullying.
- any sanctions for those bullying others, which may involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, are avoided.

The SSGC will make parents aware of their Anti-Bullying Policy and practice through employing the following procedures.

- Any incident of bullying will be discussed with the child's parents / carers.
- Parents and carers will be consulted on any action to be taken, (for both victim and bully) and agreements made as to what action should be taken.
- Information and advice on how to cope with bullying will be made available.
- Support will be offered to parents / carers, including information on other agencies or support lines.

The Club Welfare Officer will usually be the point of contact for those persons who feel they are being bullied. Victims and observers should be able to report their concerns in confidence and in the knowledge that the problems will be taken seriously.

Useful contacts

SSGC and SLCGA Welfare Officer: Glennis Dawes: 01902 842609 or 07483 246916
glennisdawes@btinternet.com

NSPCC Helpline 0808 800 5000

ChildLine 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org.uk

England Golf Lead Safeguarding Officer 01526 351824