



Anti-Bullying Policy

Bullying is deliberately hurtful behaviour, usually repeated over a period of time, in situations where it is difficult for those bullied to defend themselves. Bullying can occur between an adult and child, child to child. In either case it is not acceptable within golf or our golf club. The competitive nature of golf can create an environment that provides opportunities for bullying. The bully may be:

- A parent who pushes too hard.
- A coach who adopts a 'win at all costs' philosophy.
- Another child who intimidates (inappropriately).
- An older player who intimidates (inappropriately).
- An official who places unfair pressure on a person

Mid Kent Golf Club will:

- recognise its duty of care and responsibility to safeguard all participants from harm
- 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 club 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 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 rights 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 – by doing nothing you are condoning bullying.

Bullying

- all forms of bullying will be addressed
- everybody in the club/organisation has a responsibility to work together to stop bullying
- bullying can include online as well as offline behaviour
- bullying can include:
 - physical pushing, kicking, hitting, pinching etc
 - name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
 - posting of derogatory or abusive comments, videos or images on social network sites
 - racial taunts, graffiti, gestures, sectarianism, homophobic remarks
 - sexual comments, suggestions or behaviour
 - unwanted physical contact
- children with a disability, from ethnic minorities, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.



There are a number of signs that may indicate that children are being bullied:

- Behavioural changes such as reduced concentration and/or becoming withdrawn, clingy, depressed, tearful, emotionally up and down, a reluctance to go to school, training or sports club.
- A drop in performance at school or standard of play.
- Physical signs such as stomach-aches, headaches, difficulty in sleeping, bed-wetting, scratching and bruising, damaged clothes and comfort bingeing (e.g. food, cigarettes or alcohol)
- A shortage of money or frequent loss of possessions
- Drop out of newer members.

These examples are not exhaustive and the presence of one or more of the indicators is not proof that bullying or harassment is actually taking place.

It is not the responsibility of those working in golf to decide that bullying or harassment is occurring but it is their responsibility to act on any concerns.

Support to the child

- children should know who will listen to and support them
- systems should be 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) need to be identified and addressed at the outset to enable children to approach adults for help
- children should have access to Helpline numbers
- anyone who reports an incident of bullying will be listened to carefully and be supported
- any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
- children being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development
- those who bully will be supported and encouraged to stop bullying
- sanctions for those bullying others that involves long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, will be avoided.

Support to the parents/guardians

- parents/guardians should be advised on the club's bullying policy and practice
- any incident of bullying will be discussed with the child's parent(s)/guardians
- parents will be consulted on action to be taken (for both victim and bully) and agreements made as to what action should be taken
- information and advice on coping with bullying will be made available
- support should be offered to the parent(s) including information on other agencies or support lines.

This policy will be review bi-annually by the Board of Directors.

Useful contacts

NSPCC Helpline	0808 800 5000
Childline 0800 500	www.childline.org.uk
Kidscape	www.kidscape.org.uk
Anti-Bullying Alliance	www.antibullyingalliance.org