

HARWICH & DOVERCOURT GOLF CLUB

ANTI-BULLYING POLICY

Statement of Intent:

The Harwich and Dovercourt Golf Club (hereafter called “The Club”) are committed to providing a caring, friendly and safe environment for all members so they can participate in the game and club activities in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at the club and if bullying does occur, all club members and parents/carers should know that incidents will be investigated, and dealt with promptly and effectively. Any member who knows bullying or suspects is taking place, is expected to report any instances to a committee member for further investigation.

Definition of Bullying:

Bullying is the use of aggression, with the intent of hurting another. Bullying results in pain and distress to the victim.

Forms of Bullying:

- **Emotional** being unfriendly, such as tormenting, sending hurtful text messages, hiding equipment and clothing etc.
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racial** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focusing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing

Why is it important to deal with bullying:

Bullying hurts. No one deserves to be the victim of bullying. Everyone has the right to be treated with respect. Individuals who bully, need to learn different ways of behaving, and the club has a responsibility to respond promptly and effectively to issues of bullying.

Policy Objectives:

- All club members, coaches, officials, staff, and parents/carers should have an understanding of what bullying is.
- All club members, officials, coaches and staff should know what the club policy is in respect of bullying and follow the policy when bullying is reported, suspected or comes to notice.
- The club takes instances of bullying seriously. All members, parents and carers should be assured that they will be supported by the club when bullying is reported.
- Bullying will not be tolerated.
- All members, coaches, officials, staff and parents/carers should have an appreciation of the signs and indicators of bullying.

Indicators:

A child may well indicate by signs or behaviour that he/she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- Says he/she is being bullied
- Is unwilling to attend club sessions
- Becomes withdrawn, anxious, or lacking in confidence
- Feels ill before attending the club
- Comes home with torn clothes or equipment damage
- Has possessions go missing
- Asks for money or starts stealing money (usually to pay the bully)
- Has unexplained cuts or bruises
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

In more extreme cases, if a child:-

- Starts stammering
- Cries themselves to sleep or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts or threatens suicide

nb: These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures:

1. Reporting instances of bullying to a committee member
2. Parents/carers should be informed as soon as practicable and asked to attend a meeting with club officials to discuss the problem. Notes of any such meeting should be taken.
3. If necessary and appropriate the Police should be consulted.
4. The bullying incident(s) should be fully investigated and stopped as quickly as possible
5. The person bullying should receive help in order to immediately change their behaviour
6. If mediation fails and the bullying continues, the club will initiate disciplinary action

Club Action:

The following procedures should be followed by the club:-

1. Reconciliation – by getting the parties together (with parents/carers). It may be that a genuine apology resolves the issue.
2. If this fails, or is inappropriate, a small panel of the committee, should meet with the parents/carers and the child alleging the bullying, to obtain details of the allegation. Minutes should be taken, which should be agreed by the majority present.
3. The same panel should meet with the alleged bully and parents/carers, and put the incident(s) raised to the to answer and give their view of the allegation. Minutes should be taken and agreed by the majority present.
4. If bullying has in their view taken place, the individual should be warned and put on notice of further action, should the bullying continue. Consideration should be given to a

- reconciliation meeting taking place between the parties in the presence of the panel.
5. The panel should monitor the situation thereafter.
 6. All coaches, committee members, officials and staff should be made aware of the concerns and outcome of the investigation process and any warnings given.
 7. This procedure should also apply to the case of an adult reported to be bullying a member under 18 years of age.

Prevention:

- The club has a constitution which includes what is acceptable and proper behaviour for all members. The anti-bullying policy is part of the constitution.
- All club members and parents/carers should sign to accept the constitution upon joining the club.
- The club committee will raise awareness about bullying and why it matters with the membership by discussing the issues openly and constructively, and by the display of its anti-bullying policy in prominent positions on club notice boards.