

**Newport Pagnell Bowling Club**

**Anti-Bullying Policy**

<b><u>Issue Number</u></b>	<b><u>Reviewed</u></b>	<b><u>Date</u></b>	<b><u>Renewal</u></b>
Issue 1	F. Llewellyn	June 2019	June 2021
Issue 2	F. Llewellyn	January 2022	January 2024
Issue 3	F. Llewellyn	February 2024	February 2026
Issue 3	F. Llewellyn	February 2026	February 2028

**Introduction**

We are committed to providing a caring, friendly and safe environment for all our members so they can participate in Bowls in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable in our Club.

If bullying does occur, all Club members should 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's Safeguarding Officer.

**What is bullying?**

Bullying is the use of aggression with the intention of hurting another person, whether that is a child or an adult. Bullying results in pain and distress to the victim.

Bullying can be:

- 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
- Homophobic: because of, or focussing on, the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: internet e.g. email and chat room misuse; mobile threats by text messaging & calls; misuse of technology e.g. camera & video facilities

### **Why is it important to respond to bullying?**

Bullying hurts. No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect. A member who is bullying needs to learn new ways of behaving. The Club has a responsibility to respond promptly and effectively to issues of bullying. Bullying will not be tolerated.

### **Objectives of this policy**

- All Club members, volunteers and parents should understand what bullying is.
- All Club members, volunteers and parents should know the Club's policy on bullying and follow it to report any instances of bullying.
- All Club members, volunteers and parents should be assured that they will be supported when bullying is reported.
- All Club members, volunteers and parents should be assured that the Club will investigate alleged bullying and take appropriate action if it is found to exist.

### **Signs of a child being bullied**

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

- is frightened of walking to or from the Club
- doesn't want to continue with the Club
- changes their usual routine
- is unwilling to go to training sessions
- begins to play truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts, or threatens, suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning

- begins to do poorly in school
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.

#### **Signs of an adult being bullied**

- Stops attending training sessions or games
- Starts to retract from conversations
- Appears worried
- Is concerned about lack of money
- Changes their appearance
- Displays mood changes
- Shows unintentional weight loss
- Displays unexplained, poor performance on the Green
- Has bruises on body
- Has poor concentration

#### **NPBC Safeguarding Officers**

The Club Safeguarding Officers are:-

- Fran Llewellyn - 07547 673037 / [fllewellyn826@gmail.com](mailto:fllewellyn826@gmail.com)
- Tom Ruffett – (contact details removed)

#### **Procedure**

1. Anyone who is concerned about bullying should report incidents to a Club Safeguarding Officer or an adult they can trust (who will, in turn, involve a Club Safeguarding Officer).

2. The Club Safeguarding Officer will initiate an investigation, supported by at least one committee member.
3. The investigation may result in the Safeguarding Officer effecting a reconciliation between the parties where this will address the issue.
4. In more serious instances, the Safeguarding Officer will follow the procedures outlined in the Club's "Disciplinary Rules in relation to allegations of misconduct at, or while representing, NPBC".

## **Further Resources**

This policy is based on guidance provided by:-

- Bowls England: [Anti-Bullying-Policy-Final.pdf \(bowlsengland.com\)](https://www.bowlsengland.com/anti-bullying-policy-final.pdf)
- Adult Mental Health Support: [www.mentalhealthsupport.co.uk](http://www.mentalhealthsupport.co.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk) (a voluntary organisation that helps prevent child bullying)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- NSPCC Child Protection in Sport Unit: [www.thecpsu.org.uk](http://www.thecpsu.org.uk)

-END-