



Anti- Bullying Policy

Purpose

As part of its overall commitment to equality of opportunity, the **SKGB** is fully devoted to promoting an environment where everyone involved feels safe, secure and included. All members of staff, volunteers and children and young people have the right to be treated with respect and dignity and are entitled to work and participate in an environment free from harassment, victimisation and bullying.

Bullying in any form is unacceptable behaviour and will not be permitted or condoned. Everyone must comply with the policy and should ensure that their behaviour does not cause offence or constitute harassment or bullying.

The purpose of this policy is to protect from bullying and harassment and to enable, if necessary, anyone to make a complaint or assist in an investigation without fear of reprisal. All complaints will be dealt with seriously, promptly and with confidentiality.

Where allegations of harassment or bullying are substantiated, appropriate disciplinary action up to and including dismissal will be taken against the person(s) responsible.

Why do we need a policy?

Bullying behaviour can harm people physically or emotionally and, although the actual behaviour might not be repeated, the threat that it might can be sustained over time, typically by actions: looks, messages, confrontations, physical interventions, or the fear of these.

Individuals who are harassed, victimised or bullied are often made to feel vulnerable and can be reluctant to complain. They may fear the reprisals and may suffer in silence. They may not want attention focused on them or on the situation; they just want the behaviour to stop. In particular with regards to children and young people, being bullied can affect their self-esteem, their confidence and their ability to perform and enjoy their sport.

This policy prohibits all forms of harassment and bullying whether amounting to unlawful conduct or not and includes harassment, bullying or discrimination on grounds of the protected characteristics.

What is covered within this policy?

This policy covers all individuals who are employees with or volunteer for the **SKGB** as well as all athletes and participants. It includes managers, officers, directors, employees, consultants, volunteers, athletes, participants, part-time and fixed-term employees, casual and agency staff as well as children and young people.

In addition, anyone who, while acting in their capacity with the **SKGB**, harasses an individual involved with the **SKGB** membership will also be subject to disciplinary action.

Similarly, SKGB will not tolerate bullying of its employees, volunteers or participants, by non-employees, such as third party contractors, vendors, clients and/or customers. The SKGB should be immediately alerted to any such conduct so that it can take immediate and appropriate corrective action and take measures to prevent further harassment.

What is Bullying?...

Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency'. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face to face and online. (respect me, 2015).

All children and young people have rights, which are listed in the United Nations Convention on the Rights of the Child, sometimes called the [UNCRC](#).

Children and young people should be aware that they have the right to think what they want without stopping someone else from enjoying the same right.

They have the right to privacy, but if they don't make what you say and do online 'private' the whole world can see it, copy it and share it.

Bullying can be;

- Being called names, being teased or made fun of
- Being hit, pushed or kicked
- Having your belongings taken or damaged
- Being ignored, left out, or having rumours spread about you in
- Being humiliated
- Receiving abusive messages or having nasty comments made about you online
- Being targeted because of who you are or how people see you

Prejudice Based Bullying and Characteristics

[The Equality Act 2010](#) makes it illegal to discriminate against a person due to the following, which are known as the 'Protected Characteristics':

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child

- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

What isn't bullying...

Some behaviours are often thought of as bullying when they're not and it's important that everyone is aware of the difference. When it comes to relationships, it's important that children and young people are not forced into anything, or are made to do something that they don't want to do.

For example, for most young people 'sexting' – which includes sending intimate pictures to their boyfriend or girlfriend – is largely a consensual thing. But if someone forces them – or if they force someone else – to take and send naked pictures, this is not bullying! It is abusive and intimidating behaviour.

Threatening someone to do something sexual is not bullying - it is sexually aggressive behaviour. If someone touches or grabs a child or young person in an inappropriate way, it's not bullying – that behaviour is a type of sexual assault. Sexually aggressive behaviour of any kind is never acceptable and, while bullying and abusive behaviour can be linked, they are not the same thing.

Similarly, if a child or young person is being forced to hand over their phone or money, or if there's the threat of something happening to them if they don't do it, this is not bullying. Blackmail, extortion and threatening behaviour online are often referred to as cyberbullying but they're criminal acts.

If you're experiencing any of the types of behaviours mentioned above, you should seek help to make it stop. Confide in someone you trust, or talk to someone online if it's easier.

Intent, persistent and online bullying...

Every bullying incident should be looked at on an individual basis. It is important to be aware that in some cases, children or young people may not be aware that what they are doing or the way that they are behaving is actually bullying. Often children and young people will model how they are acting on those around them, not understanding that it is wrong because they have never been taught otherwise. This highlights the importance of having good role models and codes of conduct in place. In these circumstances, the intent to bully may not be present, but the impact and effect on the person being bullied will be no less severe because of this.

“The issue with persistence is that the behaviour has to take place more than once, but the impacts of bullying can be felt after a single incident”.

Bullying doesn't need to be persistent to have an effect on the mental health and well-being of a child or young person. For those who have been bullied, the fear and anticipation of further bullying can affect their ability to be themselves and interact with others in a healthy fashion. Bullying behaviour and its potential impacts on children and young people should be

addressed as they arise. It is vital to respond to the behaviour that you see and the impact this is having, rather than relying on a rigid definition.

Online bullying...

For children and young people, online environments are social spaces where they can hang out and meet friends with similar interests. Like any other place they visit, there are benefits and risks. Adults need to be engaged with children and young people about where they go online, just as they are when they go into town or to any other 'real' physical place.

But online bullying, or 'cyberbullying', shouldn't be treated any differently; it's still about behaviour and impact. The behaviour is the same but it takes place online, usually on social networking sites and online gaming platforms, and can include a person being called names, threatened or having rumours spread about them.

Expectations for behaviour...

The **SKGB** expects for everyone involved in the sport to:

- have respectful relationships and be mindful of others; their thoughts, feelings and beliefs

We have adopted a range of pro-active, preventative strategies in order to raise awareness and to make sure that we promote a culture of anti-bullying within our sport. These strategies may include things like awareness days, posters, consultations with children and young people, as well as their parent's and carers. They will also include staff training and reviewing and updating our policies as and when we see the need.

Complaints Procedure

General Considerations

You are encouraged to make someone aware of what is happening in the form of a formal complaint to a trusted person. Complaints will always be dealt with in a professional way. *The **SKGB** complaints procedure should be read in conjunction to this.*

Where the **SKGB** is made aware that bullying by third parties has taken place the **SKGB** will take reasonable steps to prevent such bullying happening again.

All employees, volunteers and participants must comply with this policy and take steps to ensure that bullying does not occur. Anyone who receives a complaint of bullying must respect confidentiality and should encourage the person to consider using the **SKGB** complaints procedure.

Any complaints found to be false and malicious will result in disciplinary action being taken against the complainant.

The **SKGB** will review this policy in line with any new legislation or procedure changes within the Governing Body.

This policy takes into consideration the Scottish Government funded anti-bullying policy: Respect *me*, Scotland's Anti-Bullying Service, managed in partnership with SAMH (Scottish Association for Mental Health), and LGBT Youth Scotland.