

Welsh Indoor Bowls – Anti Bullying Policy

Every bowler has the right to experience our sport in a safe and friendly environment, free from abuse and bullying. Welsh Indoor Bowls plays an important part in creating a positive environment for our clubs and players.

Welsh Indoor Bowls is committed to providing a caring, friendly and safe environment for our players to participate in a relaxed and secure environment regardless of their age, gender or ethnicity.

To put thing simply bullying of any form is not acceptable within Welsh Indoor Bowls.

If bullying is taking place, then all players should have an avenue available to them that allows them report alleged incidents safely and with confidence, all incidents should be investigated by Welsh Indoor Bowls promptly and effectively.

Any Player or Officer who is aware of bullying taking place is expected to report it to the safeguarding officer or national secretary.

WHAT CONSTITUTES BULLYING.

Bullying can take many forms which include physical abuse, coercive control, threats and teasing along with an attempted aggression or domination of a fellow bowler or officer.

This behaviour is usually repeated and can become habitual, and, in most cases, there is a physical or social imbalance in the ability of the people involved.

This imbalance sets bullying aside from conflict, bullying can be more complicated than just the aggressor and victim.

EXAMPLES OF BULLYING.

- Verbal Abuse, name calling and spreading rumours.
- Emotional Abuse, unfriendliness, exclusion and threatening gestures.
- Physical Abuse, pushing, hitting or kicking.
- Racial Abuse, racist comments or graffiti and gestures.
- Sexual Abuse, unsolicited physical contact or comments.
- Sexist Abuse, insulting someone because of their gender.
- Homophobic or Transphobic Abuse, discriminating against fellow players or officers because they identify as gay, lesbian, bisexual or nonaligned with the sex they were assigned at birth or do not conform to stereotypical gender roles.
- Cyberbullying, more recently cyberbullying which taken place online or via social media and mobile telephones can have the same effect on players and officers as face-to-face bullying and can be more difficult to escape from.

WELSH INDOOR BOWLS POLICY OBJECTIVES.

1. All officers, players, volunteers, spectators and carers should be aware of what bullying is, and that it will not be tolerated within Welsh Indoor Bowls.
2. All officers, players, volunteers, spectators and carers should be aware of what to do if they believe they have witnessed bullying within our sport.
3. Anyone reporting bullying within Welsh Indoor Bowls will be fully supported by the organisation.

THE REPORTING PROCESS.

1. Alleged incidents of bullying should be reported to the safeguarding officer, or national secretary, if they are not available any officer of Welsh Indoor Bowls.
2. Where children under the age of eighteen are involved the parents or guardians of alleged victims should be informed.
3. In serious cases the victim may want to speak to the police, there are laws that cover this behaviour and information can be obtained online.
4. An investigation will be carried out by Welsh Indoor Bowls with the intention of putting a stop to this unacceptable behaviour.
5. Support will be provided to the victim by Welsh Indoor Bowls and information on outside agencies that are able to help can be made available.
6. Alleged bullies should also be offered advice and support in an effort to get them to change their behaviour.
7. As a final resort mediation can be considered, involving both parties subject to agreement, if this fails then possible disciplinary action can be taken against the perpetrator under Welsh Indoor Bowls disciplinary process.

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