



ANTI-BULLYING POLICY

This policy is part of the suite of safeguarding policies aimed at ensuring Langside Sports Club fulfils its responsibility to safeguard children and adults at risk of harm and abuse.

Bullying is abusive behaviour that is repeated and intended to hurt someone, either physically or emotionally.

The aim of this policy is to help create a culture where bullying is not tolerated; to stop bullying should it occur; and to support those who have been bullied. This Policy is applicable to all staff, coaches, volunteers, members, non-members accessing our facility, user groups, parents and carers, and guests of Langside Sports Club. It is consistent with the law and the requirements of our relevant sporting governing bodies, including Bowls Scotland, Cricket Scotland and Tennis Scotland.

Advice, guidance and support is available from our Club Welfare Officer's.

- **Email - langsidescwelfare@gmail.com**
- **LSC - Anne Greer 07757391513**
- **Bowls - Emma Gordon 07950018577**
- **Cricket - Craig Greenwood 07723074985**
- **Cricket - Manish Gaikwad 07341716853**
- **Tennis- Caroline Doran 07957779417**

Our Club recognises that:

- Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm.



- All children and adults at risk of abuse have the right to be protected from all types of harm/abuse.
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Our Club aims to keep children and adults at risk safe by:

- Recognising that bullying is closely related to how we respect and recognise the value of diversity.
- Recognising our duty of care and everyone's responsibility for safeguarding.
- Promoting and implementing this policy.
- Ensuring that bullying behaviour is not tolerated or condoned.
- Taking action to respond and deal with any reports of bullying.
- Encouraging children to play a part in developing and adopting appropriate behaviours.
- Making sure the response to incidents of bullying takes into account:
 - the needs of the person being bullied
 - the needs of the person displaying bullying behaviour
 - the needs of others who may be affected

Members, non-members participants, parents, coaches, volunteers and others accessing our facility will:

- Encourage individuals to speak out about bullying behaviour and report incidents of bullying behaviour they see to our Club Welfare Officer.
- Respect every person's need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Respect the feelings and views of others.



- Recognise diversity and promote inclusion.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.
- Ensure safety by having rules and practices carefully explained and published for all to see.

Supporting children and adults at risk of abuse:

- Our Club will share information about who will listen to and support them, and encourages people to talk about bullying behaviour.
- Potential barriers to talking (including those associated with a person's disability or other protected characteristic) will be acknowledged and addressed at the outset to enable the person to speak out.
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously.
- Any reported experience of bullying behaviour will be investigated, the investigator listening carefully to all those involved.
- Those experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment.
- Those who display bullying behaviour will be supported and encouraged to develop better relationships and change their behaviour.
- Our Club will make sure that any sanctions are proportionate and fair.

Support to the parents/carers:

- Any experience of bullying behaviour will be discussed with the child's parent / carer.
- Parents will be consulted on action to be taken (for both victim and bully).
- Information and advice on coping with bullying will be made available.



- Support will be offered to parents, including information from other agencies or support lines/websites.

Approval

This Anti-Bullying Policy has been approved by:

Board of Trustees Date: 29.05.24

Welfare Officer: Anne Greer Date: 29.05.24

Review

This policy will be reviewed every three years, or earlier if there is a change in national legislation and / or guidance.