

British Tenpin Bowling Association Anti-Bullying Policy

Our anti-bullying policy sets out how we feel about bullying as an organisation, what we'll do to tackle it and how we'll support our members who experience or display bullying behaviour. This policy can be read in conjunction with the Equality Policy, Disability Inclusion Policy, Disciplinary Policy and Protection Policies which outlines key priorities. Readers can also refer to the Guide to Dealing with Allegations Made Against Another Child (What to do if You Have Child Protection Concerns)

1. The British Tenpin Bowling Association recognises that:

- 1.1. All forms of bullying will be acted upon
- 1.2. Everybody in the club or organisation has a responsibility to work together to stop bullying
- 1.3. Bullying can occur either face to face between individuals or groups or online, using information technology, such as computers or mobile phones
- 1.4. Bullying behaviour can include:
 - Physically pushing, kicking, hitting, pinching etc.
 - Name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
 - Posting of derogatory or abusive comments, videos or images on social media
 - Racial, homophobic, transphobic or sexist comments, taunts or gestures
 - Sexual comments, suggestions, behaviour, physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures).
 - Unwanted physical contact
 - Stealing or damaging someone's belongings
 - Making threats
 - Forcing someone to do something embarrassing, harmful or dangerous

2. The purpose of this policy is:

- To prevent bullying from happening in our organisation, as much as possible
- When bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need
- To provide information to all staff, volunteers, and BTBA members about what we should all do to prevent and deal with bullying

3. The British Tenpin Bowling Association will:

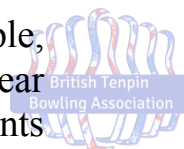
- Recognise its duty of care and responsibility to safeguard all players from harm
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- Ensure that bullying behaviour is not tolerated or condoned
- Require all members of the club/organisation to sign up this policy
- Take action to investigate and respond to any reports of bullying from any BTBA member
- Encourage and facilitate BTBA members to play an active part in developing and adopting a code of conduct for behaviour

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- Ensure that coaches are given access to information, guidance and training on bullying
- Develop a code of behaviour that sets out the “dos” and “don’ts” in terms of how everyone involved in the BTBA is expected to behave, both in face-to-face contact and online.
- Develop a new members’ welcome policy that will help the BTBA to attract members from diverse groups
- Develop a plan that describes how we welcome new members and help them to settle in
- Develop a complaints policy and procedure
- Make sure that staff, volunteers, adults, young people, children, parents and carers have access to clear information about our anti-bullying policy, complaints procedure, code of behaviour and anti-bullying procedure.

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4. Each participant, coach, volunteer or official will:

- Encourage individuals to speak out about bullying behaviour

- Respect every members 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 that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see
- Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

5. Supporting Members

- We'll let members know who will listen to and support them
- We'll create an "open door" ethos where members feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a disability or impairment) will be acknowledged and addressed at the outset to enable them to speak out
- We'll make sure members are aware of helpline numbers
- 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 and will involve listening carefully to all those involved
- Members 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
- We'll make sure that sanctions are proportionate and fair

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6. Support to the parents/guardians

- Parents or guardians will be advised on the league or organisation's bullying policy and practice
- Any experience of bullying behaviour will be discussed with the child's parents or guardians
- Parents will be consulted on action to be taken (for both victim and

- bully) and we'll agree on these actions together
- 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
 - Readers can also refer to the Guide to Dealing with Allegations Made Against Another Child (What to do if You Have Child Protection Concerns)

7. When bullying occurs, we will respond to it by:

- Having a clear anti-bullying procedure in place
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and the BTBA as a whole
- Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved
- Avoiding any punishments that make the individuals concerned seem small or look or feel foolish in front of others.

8. Monitoring

- 8.1. The policy will be reviewed a year after development and then every year after, or in the following circumstances:
- Changes in legislation and/or government guidance
 - As required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and BTBA
 - As a result of any other significant change or event.

9. Useful contacts

- NSPCC Helpline 0808 800 5000
- Childline 0800 1111 / www.childline.org.uk
- Kidscape www.kidscape.org.uk
- Anti-Bullying Alliance www.antibullyingalliance.org
- National Bullying Helpline 0300 323 0169
- Samaritans 116 123

10. Reporting

- 10.1 Reporting incidents should be made in conjunction with the BTBA Complaints and Disciplinary Procedures and Policies
- 10.2 Reporting of incidents must be made in writing either by an Incident Reporting Form, letter or email
- 10.3 Reports of incidents can be made directly to the NAYBC designated Child Protection Officer or the BTBA Executive Committee

Adapted from the template provided by the NSPCC Child Protection in Sport Unit (CPSU)