



Creating friends through fun and fitness

ANTI BULLYING POLICY

WGGC ANTI BULLYING POLICY

WGGC is committed to providing a caring, friendly and safe environment for all our members, employees and volunteers.

Bullying of any kind is unacceptable. We believe it is vitally important that participants, parents, coaches, employees and volunteers should, at all times, show respect and understanding for the welfare of others.

Our Anti-Bullying Policy has been designed with our entire organisation in mind; we recognise that an abuser may be from different groups within our organisation and that bullying can take many different forms.

If bullying does occur, members, employees, volunteers or trustees should be able to tell someone and know that incidents will be dealt with effectively. We are a transparent organisation. This means that ANYONE who knows that bullying is happening is expected to tell an employee, Club Welfare Officer or Trustee

The aim of the WGGC anti-bullying policy is to reinforce to our members, employees and volunteers that bullying is always unacceptable. Everyone has the right to feel safe and happy at WGGC and to be protected should they ever feel uncomfortable.

Definition of Bullying

Bullying is repeated behaviour which makes children, young people and adults feel uncomfortable or threatened whether this is intended or not.

There are different sorts of bullying, the main types being:

- Physical - Hitting, kicking, taking or hiding belongings including money.
- Verbal - Name calling, teasing, insulting, writing unkind notes.
- Emotional - Being unfriendly, excluding, tormenting, spreading rumours, giving looks.
- Cyber - All areas of internet, such as email and chat room misuse.
- Mobile - Threats by text messaging and calls.

It is not always possible to tell if someone is hurt or upset because people react in different ways and sometimes adults e.g. coaches are unaware of the effect their behaviour has on others. An overzealous coach or one who resorts to aggressive physical or verbal behaviour; tormenting, humiliating or ignoring a person may be accused of bullying.

Possible signs of bullying

Individuals who are being bullied may show changes in behaviour, such as becoming shy and nervous or even becoming aggressive. They may feign illness or clinging to parents and/or coaches. They could show changes in their work patterns, may lack concentration or start to show poor attendance. They may have unexplained marks or bruises, have missing or broken possessions or a change in their eating habits.

It is important to understand that everyone reacts to things differently and that people who are being bullied may show no signs at all or there may be other reasons for some of the above signs.

If you suspect that bullying may be the cause for the stress and anxiety of another person, try to act

as early as you can.

Encouragement to tell someone

It is important we create an atmosphere at WGGC where those who are being bullied, or others who may know about it, feel that they will be listened to, taken seriously and that any action taken will be swift but sensitive to their concerns. Not speaking out protects the bully or bullies and gives the message that they can continue, perhaps bullying others too. Members, employees and volunteers at WGGC are encouraged to tell either their own coach, the Head Coach, Welfare Officer or a trustee should they feel that they, or another athlete is being bullied.

Procedures

In the first instance it is important to make it clear to the victim that revenge is not appropriate, and to inform the bully that their behaviour is unacceptable and has caused distress.

Every effort will be made by the team at WGGC to resolve the problem through counselling of both parties by the disciplines Head Coach, Welfare Officers or Trustees. At this stage both parties, along with their parents/guardians if they are an athlete will be informed by the WGGC Welfare Team of what has happened and how it has been dealt with.

It is vital that everything that happens is carefully recorded in a clear factual way.

If the bullying behaviour continues and counselling has not worked, then sanctions follow. These will be decided between the Head Coach and the Welfare Team and if necessary referred to the Board of Trustees. Counselling will be maintained for both parties even when sanctions have been applied.

WGGC Members, Employees and Volunteers

We want you to be happy and enjoy your time at WGGC.

If someone else is behaving towards you in a way that is making you feel unhappy, then we would like you to tell either your own coach, the Head Coach, Welfare Officer, Line Manager or a Trustee. They will talk to you about it and together with you, decide what can be done to make you feel more comfortable.

Remember, if you are being made unhappy by someone else we would like to help make it better for you and stop behaviour that makes other people unhappy.

Parents

If you think your son, daughter or anyone else at WGGC may be being bullied, or someone tells you they are, please let the Head Coach or a member of the Welfare Team know straight away.

Please reassure them that we will deal with the matter sensitively but firmly.

If your child tells us they are being bullied, or we have reason to believe they are being bullied, our Welfare Team will contact you, and we can discuss together how the situation can be resolved.