

Document Title	Scottish Archery Anti Bullying Policy		
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Date Approved by Board			
Author	Michael Mather – Chief Operating Officer		
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Anti-bullying policy: (This policy should be read in conjunction with the Scottish Archery Anti-Bullying Framework)

Scottish Archery believes that every child and adult has the right to experience sport in a safe environment free from abuse and bullying. Scottish Archery will not tolerate bullying at any level, be it within clubs, squads or the workforce, regardless of who commits it

Sports organisations play an important role in creating a positive club ethos that challenges bullying. They should empower children and adults alike to understand the impact of bullying and how best to deal with it and to agree to standards of behaviour.

Scottish Archery:

- recognises its duty of care and responsibility to safeguard all participants from harm
- promotes and implements this anti-bullying policy in addition to our safeguarding policy & procedures
- seeks to ensure that bullying behaviour is neither accepted nor condoned
- requires all members of the organisation to be given information about, and sign up to, this policy
- takes appropriate action to investigate and respond to any alleged incidents of bullying
- encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct to address bullying
- ensures that coaches are given access to information and guidance on bullying

Each participant, coach, volunteer or official will:

- respect every child and adult's need for, and rights to, a sports 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 that our differences make each of us special and should be valued
- show appreciation of others by acknowledging individual qualities, contributions and progress
- be committed to the early identification of bullying, and prompt and collective action to deal with it
- ensure safety by having rules and practices carefully explained and displayed for all to see
- report incidents of bullying they see – by doing nothing you are condoning bullying

Bullying

In Scotland, bullying is defined as:

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. (*respectme*, 2015)

- all forms of bullying will be addressed
- everybody in the organisation and affiliated clubs has a responsibility to work together to stop bullying
- bullying can include online as well as offline behaviour
- bullying can include: -

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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. 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, physical pushing, kicking, hitting, pinching etc. name calling, sarcasm, spreading rumours, being teased or made fun of, having your belongings taken or being ignored, left out, or having rumours spread about you, and emotional torment through ridicule, humiliation, posting of derogatory, nasty or abusive comments, videos or images on social network sites- racial taunts, graffiti, gestures, sectarianism, sexual comments, suggestions or behaviour - unwanted physical contact. Being targeted because of who you are or how people see you.

Some behaviour is classed as bullying when they're not and it's important that people know the difference. When it comes to relationships, it's important that people not forced into anything, or are made to do something that they don't want to do.

Sexual bullying - 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 you – or if you 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 you 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 you're being forced to hand over your phone or money, or if there's the threat of something happening if you 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.

Bullying can also happen because of people's prejudices towards other people; because they're different in some way or are perceived to be different. But being different isn't the problem – the problem lies in other people's attitude towards what makes someone different. Some of the things that make us different are protected by law to address the imbalance experienced by some groups over the years. 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

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Support for children (within Scottish Archery and Affiliated Clubs):

Scottish Archery is fully supportive of the UN Convention on The Rights Of The Child (UNCRC). We recognise that that bullying violates Children's Rights and that the UNCRC is embedded within Scottish legislation with the Children and Young People (Scotland) Act 2014.

- children should know who will listen to and support them
- systems should be established within affiliated clubs to open the door to children wishing to talk about bullying or any other issue that affects them
- potential barriers to talking (including those associated with a child's disability or impairment) need to be identified and addressed at the outset to enable children to approach adults for help
- children should have access to Helpline numbers
- anyone who reports an incident of bullying will be listened to carefully and be supported
- any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
- children being bullied will be supported and assistance given to uphold their right to participate in archery in a safe environment which allows their healthy development
- those who bully will be supported and encouraged to stop bullying. Sanctions for those bullying others that involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others will be avoided.
- Bullying violates Children's Rights and the UNCRC is embedded within Scottish legislation with the Children and Young People (Scotland) Act 2014.

Support to parents/guardians and adult members and volunteers:

- parents/guardians should be advised on the Scottish Archery and Affiliated Club anti bullying Framework and Policy and practice
- any incident of bullying will be discussed with the child's parent(s)/guardians
- parents will be consulted on action to be taken (for both victim and bully) and agreements made as to what action should be taken
- information and advice on coping with bullying will be made available
- support should be offered to the parent(s) including information on other agencies or support lines.
- Useful contacts ChildLine 0800 1111 / www.childline.org.uk
- Respectme: <http://www.respectme.org.uk>
- Kidscape www.kidscape.org.uk
- Anti-Bullying Alliance www.antibullyingalliance.org

Scottish Archery Commitment:

Those reporting bullying will be treated with respect, dignity and with total confidentiality and offered or signposted to support, where necessary, be it at Affiliated Club, Area, or Scottish Archery organisational levels

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