

# West of England Billiards & Snooker Foundation

## Anti-bullying policy



*This policy is reviewed annually and any amendments made will be shown in **bold underlined**.*

### Introduction

The West of England Billiards & Snooker Foundation (WEBSF) is fully committed to safeguarding and promoting the wellbeing of all its members. The Foundation believes that it is important that members, coaches, volunteers and parents associated with WEBSF should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members and participants are encouraged to be open at all times and to share any concerns that they may have with regard to bullying in its many forms or any other aspect of the Foundation with Mr Steve Canniford, WEBSF Champion and Head of Coaching or any other member of the Management Team.

### The West of England Billiards & Snooker Foundation will:

- recognise its duty of care and responsibility to safeguard all participants from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- seek to ensure that bullying behaviour is not accepted or condoned
- require all participants to be given information about, and sign up to, this policy
- take action to investigate and respond to any alleged incidents of bullying
- encourage and facilitate children, young people and vulnerable adults to play an active part in developing and adopting a code of conduct to address bullying
- ensure that coaches are given access to information, guidance and/or training on bullying.

### Each participant, coach, volunteer or official will:

- respect everyone's need for, and rights to, an 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

- all forms of bullying will be addressed
- everybody in the Foundation has a responsibility to work together to stop bullying

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- bullying can include online as well as offline behaviour
- bullying can include:
  - physical pushing, kicking, hitting, pinching etc.
  - name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
  - posting of derogatory or abusive comments, videos, emoji or images on social media
  - Gamesmanship – “1. The use of methods, especially in a sports contest, that are dubious, or seemingly improper but not strictly illegal. 2. The technique or practice of manipulating people or events so as to gain an advantage or outwit one’s opponents or competitors”. Source: <http://www.dictionary.com/browse/gamesmanship?s=t>
  - racial taunts, graffiti, gestures, sectarianism
  - sexual comments, suggestions or behaviour
- unwanted physical contact - children or adults with a disability, from ethnic minorities, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.

### Support to our participants

- participants should know who will listen to and support them
- systems should be established to open the door to anyone wishing to talk about bullying or any other issue that affects them
- potential barriers to talking (including those associated with a disability or impairment) need to be identified and addressed at the outset to enable participants to approach adults for help
- participants 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 anyone involved will be listed to carefully
- participants being bullied will be supported and assistance given to uphold their right to play and live 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.

### Support to parents/guardians

- any incident of bullying will be discussed with parent(s)/guardian(s) where the participant is under 18 or the emergency contact where the participant is over 18 but is deemed to be a vulnerable adult.
- Parents/guardians will be consulted on action to be taken (for both victim and bully) and agreements made as to what action should be taken



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- information and advice on coping with bullying will be made available
- support will be offered to the parent(s)/guardian(s) including information on other agencies or support lines.

### Useful contacts

NSPCC Helpline 0808 800 5000

ChildLine 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk) ,

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

**Links to our other Policies & Procedures and Codes of Conduct can be found [here](#):**

**We are committed to reviewing our Policies & Procedures and Codes of Conduct annually.**

Reviewed on:	17 <sup>th</sup> August 2018
Reviewed by:	Steve Canniford and Deborah Branton