



## **Forrest Little Golf Club – Anti Bullying Policy & Guidance**

### **What is Bullying Behaviour**

What is Bullying Behaviour Bullying behaviour can be defined as unwanted negative behaviour, verbal, psychological or physical, conducted by an individual or group against another person (or persons) and which is repeated over time.

### **Types of Bullying Behaviour**

Bullying behaviour exists in many different forms, some are not as obvious as others, but are just as damaging to the victim. Listed below are some of the more common types of bullying, one or more method may be used by the person displaying bullying behaviour.

#### **Physical**

Physical bullying includes any physical contact that would hurt or injure a person like pushing, hitting, kicking, punching, tripping, etc. Physical bullying can put the person experiencing bullying behaviour at risk of injury and makes them feel powerless. Taking something that belongs to someone else and destroying it would also be considered a type of physical bullying.

#### **Verbal**

Verbal bullying usually takes the form of name-calling or making nasty remarks or jokes about a person's religion, gender, appearance, sexuality, ethnicity, socio-economic status, or the way they look. It can also include freezing the victim out by exclusion or spreading rumours.

#### **Threats**

Making threats against a person or their property is also a type of bullying. It can be a threat to damage or take something belonging to the victim or to hurt them physically. Often the threat is not actually carried out, but the fear created by the threat can be enough to upset the person experiencing bullying behaviour.

#### **Cyber**

Cyber bullying is done by sending messages, pictures, or information using electronic media, computers (email & instant messages), mobile phones (text messaging & voicemail) and social networking websites. This activity can be upsetting and harmful to the person targeted. This type of bullying behaviour can allow the person who is displaying bullying behaviour to hide their identity which may have a bigger impact on the person experiencing bullying behaviour.

#### **Homophobic**

Homophobic bullying is motivated by prejudice against a person's actual or perceived sexual orientation and gender identity- lesbians, gay males, bisexual, transsexual, or transgender people.

## **Racist**

Racist bullying is motivated by prejudice against a person's skin colour, cultural or religious background or ethnic origin

### Recognising Bullying Behaviour

There are a number of signs that may indicate a person is being bullied:

- Reluctance to come to a venue or take part in activities
  - Physical signs (unexplained bruises, scratches, or damage to belongings)
  - Stress-caused illness – headaches, and stomach aches which seem unexplained
  - Fearful behaviour (fear of walking to a meeting, going different routes, asking to be driven)
  - Frequent loss of, or shortage of, money with vague explanations
  - Having few friends or drop out of newer members
  - Changes in behaviour (withdrawn, stammering, moody, irritable, upset, distressed, not eating, reduced concentration, drop in performance)
  - Anxiety (shown by nail-biting, fearfulness, tics) This list is not exhaustive and there are other possible reasons for many of the above. The presence of one or more of these indicators is not proof that bullying is actually taking place
- How to prevent Bullying Behaviour

- Ensure that all members follow the Code of Conduct, which promotes the rights and dignity of each member
- Deal with any incidents as soon as they arise
- Use a whole group policy or 'no-blame approach', i.e. working with person (s) displaying the bullying behaviour and the group of juniors, helping them to understand the hurt they are causing, and so make the problem a 'shared concern' of the group
  - Encourage juniors to negotiate, co-operate and help others, particularly new or children with specific needs
  - Offer the person experiencing bullying behaviour immediate support and put the 'no blame approach' into operation
- Never tell a young person to ignore bullying, they can't ignore it, it hurts too much
- Never encourage a young person to take the law into their own hands and beat the person (s) displaying the bullying behaviour at his/her own game.
- Reassure the person experiencing bullying behaviour that they have done nothing wrong. Reinforce that there is a 'right to tell' culture within the club

Bullying can occur between an adult and young person, and young person to young person. In either case it is not acceptable within golf. The competitive nature of golf can create an environment that provides opportunities for bullying. The bully may be a parent who pushes too hard, a coach who adopts a win-at-all costs philosophy, a young player who intimidates another or an official who places unfair pressure on a person.

Bullying can only survive in an environment where the victim does not feel empowered to tell someone who can help or in which it is not safe to do so. The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to young people, to the extent it effects their health and development, or at the extreme, causes them significant harm.

**How can bullying be prevented?**

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**Who should deal with bullying?**

**The reporting lines** in Forrest Little Golf Club is the Dedicated Liaison Person (DLP) – Patsy Mohan

In Forrest Little parents, juniors and leaders all sign annual their Code of Conduct.

For further information on bullying and the ‘no-blame’ approach see website, [www.irishsportcouncil.ie](http://www.irishsportcouncil.ie)

Useful Contacts Childline ROI Tel: 1800 66 66 66 or Text Talk to 50101

[www.childline.ie](http://www.childline.ie)

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