



CARLYON BAY HOTEL

SPA AND GOLF



ANTI-BULLYING POLICY

1. Policy Statement

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Carlyon Bay Golf Club (CBGC), we are committed to providing a caring, friendly and safe environment for all children so they can learn and play in a relaxed and secure atmosphere free from oppression and abuse.

Bullying is an anti social behaviour and affects everyone. All types of bullying are unacceptable at CBGC and will not be tolerated. All junior members should feel able to 'tell' and, when bullying behaviour is brought to the clubs attention, and prompt and effective action will be taken with the utmost discretion.

We are a TELLING club. This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

2. What Is Bullying?

Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Bullying can take a number of forms:

Emotional - being unfriendly, excluding, sending hurtful messages and tormenting (eg. Hiding equipment, threatening gestures)

Physical - pushing, kicking, hitting, punching, slapping or any form of violence

Racist – racial taunts, graffiti, gestures

Sexual – unwanted physical contact, sexually aggressive or abusive comments

Homophobic – taunts, or unpleasant focus on sexuality

Verbal - name-calling, constant teasing, threats, sarcasm, rumour spreading

Cyber - All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, social media and instant messaging, mobile threats by text messaging & calls and misuse of associated technology. i.e. camera and video facilities etc.

3. Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving. Organisations working with children have a legal and moral responsibility to respond promptly and effectively to issues of bullying.

4. Objectives of this Policy Are to ensure that:

- All adults working with children at CBGC, children themselves and their parents are clear about what the club regards as bullying.
- All adults working with juniors at CBGC, children themselves, members and their parents know what they should do if bullying is reported.
- Any victims of bullying at CBGC are properly supported.
- Bullying is not tolerated at CBGC and that everything possible is done to eradicate it.

5. Implementation

Any incidents of suspected or reported bullying should be notified to the club's Junior Organiser or Director of Golf who will deal with it immediately. In doing so, the Junior Organiser will:

- Speak to all parties concerned to collect, and record, the details of the incident or accusation.
- Keep relevant parents informed at all stages.
- Take punitive measures as appropriate and in consultation with all parties concerned.
- If necessary and appropriate, pass the incident to the CWO for assessment and possible further action.

6. Children who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience.
- Offering continuous support and reassurance.
- Restoring self-esteem and confidence.

7. Children who have bullied will be helped by:

- Discussing what happened.
- Discovering why and how the child became involved.
- Establishing the wrongdoing and the need to change.
- Enlisting the support of parents or guardians to help change the child's attitude and behaviour.

8. The following disciplinary steps can be taken:

- Verbal warning to cease offending.

- Official verbal warnings to cease offending.
- Official written Warning to cease offending.
- Exclusion from certain areas of club premises.
- Minor fixed- term exclusion from the club.
- Major fixed-term exclusion from the club.
- Permanent exclusion from the club.

9. Prevention

As and when appropriate, CBGC will use some or all of the following to help raise awareness of and prevent bullying:

- Writing and implementing a code of conduct.
- Signing a behaviour contract.
- Regular discussions about bullying.

10. Signs and Symptoms

Many children and young people do not speak out about bullying. However, they may indicate through particular signs or their behaviour bullying is taking place. Adults should be aware of these possible signs/behaviours and should investigate if a child:

- Is anxious about attending the club.
- Uses excuses not to attend the club.
- Changes their usual routine in relation to attending the club.
- Is unwilling to attend the club.
- Becomes withdrawn anxious, or lacking in confidence.
- Begins stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Comes home from the club with clothes torn.
- Has equipment or possessions which are damaged or “go missing”.
- Asks for money or starts stealing money (to pay bully).
- Has pocket or ‘golf’ money which is continually “lost”.
- Has unexplained cuts or bruises or shows signs of being in a fight.
- Comes home starving (money/lunch has been stolen).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Changes their eating habits (stops eating or over eats).
- Goes to bed earlier than usual.
- Is unable to sleep.
- Wets the bed.
- Is frightened to say what’s wrong.
- Gives unlikely excuses for any of the above.
- Is afraid to use the internet or mobile phone.

Please note that these signs and behaviours could indicate other problems.

11. Policy Approval

This Anti-Bullying Policy has been approved by the management of the Carlyon Bay Golf Club.