



**HS07-P01 GUIDELINES FOR CHILD PROTECTION:
ANTI-BULLYING POLICY**

**Briefing for Clubs, Coaches & Volunteers
within Scottish Squash Ltd**

Version Control

Version No.	Date Amended	Amended By	Reason
1.0	01/03/2018	M McKenzie	Issued
2.0	12/04/2021	Risk & Compliance Sub Committee	End of cycle review
3.0	16/05/2024	Risk & Compliance Sub Committee	End of cycle review

Scottish Squash believes that every child has the right to experience squash in a safe environment free from abuse and bullying.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our members so they can participate in sport in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable and will not be tolerated.

If bullying does occur, all club members should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING organisation*.

This means that *anyone* who knows that bullying is happening is expected to tell the club child welfare and protection officer or report the matter to the Scottish Squash Lead Child Wellbeing & Protection Officer (CWPO) at child.protection@scottishsquash.org

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional- being unfriendly, excluding, tormenting (e.g. threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Homophobic- because of, or focussing on the issue of sexuality
- Verbal name - calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of social media misuse including abuse by text messaging and calls, misuse of camera and video technologies.

Objectives of this Policy

- All club members, coaches, volunteers and parents should have an understanding of what bullying is.
- All club members, coaches and volunteers should know what the club policy is on bullying, and follow it when bullying is reported.
- All players and parents should know what the policy is on bullying, and what they should do if bullying arises.
- At Scottish Squash and within our clubs we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures

1. Report bullying incidents to the club CWPO, member of the club committee, an adult you can trust or Scottish Squash at child.protection@scottishsquash.org

2. In cases of serious bullying, the incidents must be referred to the Scottish Squash Lead CWPO child.protection@scottishsquash.org

3. In serious cases parents should be informed and asked to come in to a meeting to discuss the problem

4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying continues the club will initiate disciplinary proceedings according to the club constitution

Recommended Club Action

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below:

1. Always speak to both parties separately and involve parents/carers from the outset.
2. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
3. If this fails/not appropriate a small panel (made up from Chairperson, Club CWPO, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
4. The same 3 persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
5. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
6. In some cases the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate.
The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
7. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the parties will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

1. The club should have a written constitution, which includes what is acceptable and proper behaviour for all members of which the antibullying policy is one part.
2. All club members and parents will sign to accept the constitution upon joining the club.

3. The Club CWPO will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

This policy takes into consideration the Scottish Government funded anti bullying policy: *respect me*, Scotland's Anti-Bullying Service, managed in partnership with **SAMH** (Scottish Association for Mental Health), and LGBT Youth Scotland. For more information go to

<https://beta.gov.scot/publications/respect-national-approach-anti-bullying-scotlands-children-young-people/pages/2/>

For further advice or to discuss any concerns please contact child.protection@scottishsquash.org