



Policy Relating to Bullying

1. Introduction

Eltham Bowling Club (the Club) is committed to providing a caring, friendly and safe environment for all bowlers so they can take part in a relaxed and secure atmosphere regardless of their age or background. Quite simply, bullying of any kind is unacceptable.

If bullying does occur, all members should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to inform a Club Officer as soon as they have concerns.

This document outlines how the club deals with all forms of bullying.

2. Objectives of this policy

All members, coaches, volunteers and parents of junior members should understand what bullying is and what the Club policy is on bullying.

As a sport, we take bullying seriously. Anyone involved in bowls should be assured that they will be supported when bullying is reported. Very simply - bullying will not be tolerated.

3. What is bullying

Bullying is the unwanted behaviour from a person or group that is offensive, intimidating, malicious or insulting, or an abuse or misuse of power that undermines, humiliates or causes physical or emotional harm to someone.

Bullying results in pain and distress to the victim.

Examples of bullying:

- Emotional - being unfriendly, excluding, tormenting (e.g. threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Sexist – belittling someone because of their gender
- Verbal name-calling, sarcasm, spreading rumours, teasing, unfair criticism
- Misuse of the internet, email, social media
- Threats by text messaging or phone calls

- Misuse of camera and video

4. Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying.

Everybody has the right to be treated with respect. The Club has a responsibility to respond promptly and effectively to issues of bullying.

5. Procedures

Report bullying incidents to a Club Officer.

The bullying behaviour, or threats of bullying, must be investigated by a panel instigated by Executive Committee and the bullying stopped quickly. This panel will normally include the Safeguarding and Welfare Officers.

An attempt will be made to help the bully/bullies change their behaviour. If mediation fails and the bullying continues, further disciplinary action will be taken. If necessary and appropriate, police will be consulted.

6. Recommended club action

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

In the case of a junior member, parents should be informed and asked to attend a meeting to discuss the problem.

The investigating panel should meet with the alleged bully, detail the allegation and allow them an opportunity of reply. Minutes should be taken and agreed by all as a true account. Reconciliation should be attempted by getting the parties together. It may be that a genuine apology solves the problem.

If it is considered that bullying has taken place, the individual should be warned and put on notice of further action if the bullying continues, i.e. temporary or permanent suspension. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time. The club committee should monitor the situation for a given period to ensure the bullying is not repeated.

If reconciliation fails or is not appropriate, the results of the matter should be passed to the Executive Committee for disciplinary action to be considered.

All appropriate coaches, volunteers or team managers involved with both individuals should be made aware of the concerns and outcome of the process.

7. Outcomes

If possible, the people concerned will be reconciled.

The bully/bullies may be asked to apologise.

In serious cases, suspension or exclusion will be considered.

Monitoring should be put in place to ensure repeated bullying does not take place.

8. Prevention

The club has a written constitution and policy, which includes what is acceptable and proper behaviour for all members, of which the anti-bullying policy is one part. Notices will be displayed on club premises indicating acceptable codes of conduct.

9. Reviews

Revision dates will be recorded at the end of this document.

Executive Committee
Eltham Bowling Club

Revision History

Date	Version	Description of change
04/12/2025	V0.1	Policy draft
13/02/2026	V1.0	Approved by Committee