

OXFORDSHIRE LADIES' COUNTY GOLF ASSOCIATION

ANTI-BULLYING POLICY STATEMENT

The Oxfordshire Ladies' County Golf Association (OLCGA) is committed to providing a caring, friendly and safe environment for all our members so that they can take part in golf within a relaxed and secure atmosphere. Bullying of any kind is unacceptable within the game of golf, whether it happens at Club, County or national level. If bullying does occur, all members, volunteers, parents, guardians or anyone connected with the game of golf should report their concerns and be confident in the knowledge that incidents will be dealt with promptly, discretely and effectively.

Any member of this Association, may render themselves liable to disciplinary action if they infringe this policy.

1 Objectives of this OLCGA Policy

To inform all members, officials, volunteers, coaches, parents, guardians and golfers of all ages and provide with an understanding of what bullying is. OLCGA wants to:

- Help prevent bullying.
- Inform and educate our members, volunteers, parents and golfers of all ages about the Children in Golf Strategy Group (CiG) policy on bullying.
- Provide guidance and advice on the action to be taken when bullying is reported.
- Assure everyone involved in the allegations that they will be supported when bullying is reported.
- Advise all parties involved as to the recommended procedure for dealing with allegations of bullying in order to resolve the problem.
- Emphasise that bullying will not be tolerated.

2 What is bullying?

Bullying is the use of aggression with the intention of hurting another person and which results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding whether emotionally or physically, sending hurtful text messages and tormenting e.g. hiding equipment, using 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 focusing on the issue of a person's sexuality.
- Verbal – name-calling, sarcasm, spreading rumours or teasing.

Not all cases of bullying are between children and adults are often responsible. Although anyone can be the target of bullying, victims are typically shy, sensitive and perhaps anxious or insecure. Sometimes they are singled out for physical reasons such as being overweight, being small, having a disability or belonging to a different race, faith or culture.



Sometimes, however, the victim may completely contradict this generalisation and may just be singled out because of the jealousy of the bully. The competitive nature of sport makes it an ideal environment for the bully. The bully can be:

- A parent or guardian who pushes too hard.
- A coach/team manager with a win at all costs philosophy.
- A player or coach who intimidates inappropriately.
- An official who places unfair pressure on a person.
- Another child who intimidates inappropriately.

3 Why it is Important to Respond to Bullying

Bullying hurts. No one deserves to be a victim of bullying and everybody has the right to be treated with respect. People who are bullying others need to learn different ways of behaving.

OLCGA's members, volunteers, coaches, parents, guardians and golfers of all ages have a responsibility to respond promptly and effectively to issues of bullying.

4 Signs and Symptoms of Bullying

A child or vulnerable adult may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child or vulnerable adult:

- Says she is being bullied.
- Is unwilling to participate in coaching sessions.
- Becomes withdrawn and anxious.
- Is lacking confidence.
- Feels ill before coaching sessions, matches or competitions.
- Has their clothes or equipment inexplicably damaged.
- Has their possessions go 'missing'.
- Asks for money or starts stealing money (to pay the bully).
- Is frightened to say what is wrong.
- Gives improbable excuses for any of the above.

In more extreme cases –

- Starts stammering.
- Cries themselves to sleep or has nightmares.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Attempts or threatens suicide or runs away.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.



5 Recommended Procedures for Responding to Alleged Breaches of the Policy

Bullying incidents should be reported to the CWO or Nominated Person and the behaviour or threats investigated and stopped quickly.

Parents/guardians of both parties should be informed and will be asked to attend a meeting to discuss the problem and attempt a reconciliation in the first instance. A genuine apology may solve the problem.

If bullying is seen to continue disciplinary action should be implemented under the OLCGA policy. This can involve informal or formal warnings or exclusion from certain activities.

In cases of serious bullying, incidents should be referred to the EG Compliance Officer for advice.

In the case of an adult allegedly bullying juniors, the EG Compliance Officer should always be informed and will give advice on which action should be taken.

OLCGA will provide support to all parties involved and will not prejudge or arrive at conclusions before investigating thoroughly or seeking appropriate advice.

6 Prevention

OLCGA is committed to raising awareness of the issue of bullying within golf and has accordingly appended this policy to its Child Protection Policy & Procedures.

The CWO or Nominated Person is there to help discuss the issue openly and constructively.

This policy is based on that provided to schools by KIDSCAPE which is a voluntary organisation committed to help prevent child bullying. Their contact number is 01207 730 3300.

