



BOXING SCOTLAND ANTI-BULLYING POLICY

Introduction

1. Boxing Scotland at all times adheres to and promotes our Vision, Mission, Ethical Framework and Core Values: *Trustworthiness, Respect, Responsibility, Fairness, Caring, and Good Citizenship*. These values inform all of our activities and conduct and are the foundation of our Codes of Conduct.
2. The Codes of Conduct set out the standards of behaviour, including online and through social media, which Boxing Scotland expects of everyone who contributes to or participates in our sport. Serious breaches of the Codes of Conduct are likely to result in disciplinary action being taken.
3. Boxing Scotland believes that bullying is never acceptable. Everyone who is involved in Boxing Scotland should be able to participate and contribute in a safe environment where they are included, valued and respected.
4. While we want to make sure that everyone is clear about how to report situations involving bullying speech and behaviour and knows what to expect in response to any reports, Boxing Scotland believes that it is everyone's responsibility to *prevent* bullying from occurring in the first place or to prevent any re-occurrence if and when it is already identified or reported..

Definition

5. *Power* and *perceptions of power* are implicit in all situations where bullying takes place.

Bullying is conduct (whether behaviour or speech) which is **repeated** and *which is intended to hurt or harm someone emotionally or physically*. It can affect people of all ages.

Even if an incident occurs only once this should not be ignored or minimised but action taken to prevent it being repeated and to remedy the attitudes and conduct of the antagonist as well as responding to the needs of the person to whom the behaviour was directed. The impact of a single event can also be serious.

Boxing Scotland strongly endorses and supports the Scottish Government National Approach to Anti-Bullying for Scotland's Children and Young People ("*Respect for All*") but also recognises that bullying affects adults too whether as employees, as volunteers, or as participants and contributors to our sport in whatever setting.

6. Bullying can therefore occur between:
 - An adult and a young person, including between a parent and their own child (See also *Boxing Scotland Policy and Procedure on Children and Young People: Safeguarding and Wellbeing*);
 - A young person and another young person;
 - An adult and another adult.
7. Bullying may occur online and through social media as well as face-to-face or in other types of interaction and communication including the taking and distribution of images.
8. Bullying may also occur when individuals or groups are 'targeted' or singled out because of particular characteristics such as sex/gender; race and ethnicity; sexual orientation; gender identity; physical or intellectual ability or difference; religious affiliation or tradition; economic or social background; age; personal history; and perceived vulnerability.
9. It is important always to be aware of any factors which contribute to the aggravation of bullying especially when someone is targeted or singled out because of particular characteristics such as those in (8) above. Where hate crime may be suspected or known this will become a matter for the police to investigate.
10. It is therefore essential that there is a clear understanding by those witnessing, reporting or dealing with reports of bullying what constitutes and incident of hate crime over and above behaviours that can be described as "bullying".

Bullying in sport

11. As in most environments bullying can and does occur in sports therefore sports clubs and organisations play an important role in creating an ethos that can combat it.
12. While much bullying may occur between peers, coaches and others can also be involved either directly by either instigating or participating or indirectly by creating a context in which bullying is condoned, ignored, or minimised.

13. There are a number of ways that the impact of bullying in sport, whether physical or emotional, can affect a participant or an athlete's enjoyment, performance and success in the sport and can prevent them from taking part. These include physical injury; feeling pressured to perform or over-train due to persistent criticism; not wanting to participate because of body image issues created or intensified by bullying; stress and fear; depression and anxiety; etc.

Coaching

14. Any behaviour or language used within a coaching context which is deemed to be bullying will be responded to decisively where it is identified or reported. Bullying has no place in the motivation, encouragement, organisation, training, coaching or mentoring of our athletes whether recreational or competitive.
15. Coach training (for all levels) will contain information and content on abuse and bullying including prevention messages. The role of the coach as a role model for pro-social behaviour at all times, especially to young people, will be promoted.
16. Coaches will receive and sign the Coach Code of Conduct as a condition of certification.

Prevention

17. Boxing Scotland will ensure that the content and pursuit of our Core Values and Codes of Conduct are fully included in and reinforced through the delivery of all induction and training to staff, Board, officials, coaches, registered boxers, participants and volunteers setting out clear expectations that bullying behaviour or speech will not occur and that everyone has a responsibility to intervene effectively to prevent it.
18. Similarly, it is an important aspect of prevention that individuals are helped to develop the confidence and resilience to deal with challenging situations more effectively. Through training and participation Boxing Scotland will positively enable and support people to develop their capacity to identify and confront bullying behaviour and speech and to prevent its recurrence.
19. Similarly Boxing Scotland will make available a range of information and resources on the prevention of bullying particularly through our website, social media and other applications. This includes how to identify bullying behaviour; what steps to take to challenge bullying; the impact of bullying on individuals and performance; alternative behaviour strategies; supporting people who have experienced bullying; and direct links to the National Approach to Anti-Bullying for Scotland's Children and Young People ("*Respect for All*").
20. Boxing Scotland will provide clear information on routes to support which are accessible to anyone affected by bullying including support available within the organisation and externally. Such support may involve opportunities to talk through how bullying has affected them; signposting to external help and advice; and remaining involved throughout any processes that may arise from reporting.
21. Boxing Scotland's Codes of Conduct make it clear that we are committed emphatically to challenging and responding effectively to all types of bullying behaviour and language whether based on prejudice or discrimination or not. We recognise that, as with other types of abusive behaviour, the role of the 'bystander' may be key to preventing bullying. This means that those people who are not directly involved but who may in some way witness the behaviour or its effects can and should act to stop bullying and help others to understand why it is unacceptable and the impact it has on others. A bystander is anyone who witnesses bullying either in person or in digital forms like social media, websites, text messaging, gaming and apps. When bullying occurs it is often when other people are present. A bystander has the potential to make a positive difference to a bullying situation particularly for the person who is being bullied. When someone who is being bullied is defended and supported by their peers or colleagues the underlying power issues are redressed and the factors which often 'reward' bullying (perceived popularity; perceived importance; perceived superiority; and control) are removed
22. Individually and collectively we can take positive actions to prevent bullying and to address it either while it is happening or after it occurs. This can be done by :-
 - Being inclusive by welcoming others to join activities etc.
 - Being a role model for pro-social behaviour through showing respect, kindness, and empathy for others
 - Being seen to befriend anyone who might be vulnerable to bullying

The intervention of bystanders and taking effective action to prevent bullying from occurring in the first place are entirely consistent with the Core Values and Mission of Boxing Scotland.

Other measures

23. Everyone involved in Boxing Scotland activities has a duty to prevent bullying behaviour by promoting positive relationships and respect for others, in line with the Ethical Framework and the Codes of Practice. Boxing Scotland promotes its core values throughout its work, from recreational activity and development events through to and including our performance development programmes.
24. An open environment should be encouraged in all aspects of boxing, with participants encouraged to speak out if unhappy with any aspects of their involvement in the sport and to challenge prejudice-based or other harmful behaviours or language.
25. Staff, officials and Clubs are encouraged to make available the Codes of Conduct for all staff/volunteers, participants and parents, which make clear the expected behaviour of everyone involved. Similarly Boxing Scotland will make these available through our website and as part of all training and induction.
26. The Codes of Conduct will also be signed by all staff, Board, Officials, Coaches and Registered Boxers to confirm that they have been read and understood and that they will be adhered to at all times. This will be a condition of employment/engagement or registration.

27. This Anti-Bullying Policy will be made available to everyone involved with Boxing Scotland and to members of the general public via the Boxing Scotland website
28. Boxing Scotland will ensure that relevant training is delivered to all appropriate groups either at induction or associated with other training pathways and courses. This will include how bullying might be prevented, identified and reported and what action will be taking when bullying behaviour or speech is witnessed, identified or reported.
29. *Respect Me - Scotland's Anti-Bullying Service* - offers free training and resources which are available online, and offers suggestions for creating an environment which discourages bullying, and guidance on responding to reports of and responding to bullying. There is also information to help encourage the building of resilience in individuals, which may allow them to deal with challenging situations more effectively.

Reporting

30. If anyone becomes aware of any bullying behaviour or speech (either by witnessing or receiving a report) or believes that they are being bullied, this should be reported as soon as possible to the person in charge of the club, session or event, or to one of the following:
 - a. At club: Coach or Club Welfare/Safeguarding Officer.
 - b. At Event: Coach or Boxing Scotland Event Organiser or Leader or Safeguarding Officer.
 - c. At training out-with the club environment: Coach or Group Leader or Safeguarding Officer
21. When bullying behaviour is reported, the person to whom it has been reported will take an accurate record of the allegation or incident (including dates, times and locus), who was involved (including any other people who may have witnessed the occurrence) and any action that may have been or be taken.
22. These records should be kept by an appropriate person i.e. Club Welfare Officer or Safeguarding Officer.
23. It is important that the person who has reported the bullying is reassured, and if necessary, measures should be put in place to ensure their safety. The person receiving the report should discuss with them how they would like to proceed, taking their views into account and keeping them informed at all times. However, it is important to make them aware that other people may have to be consulted or informed, such as the Safeguarding Officer, the club committee or the police (if there are implications in law, such as in prejudice-based bullying, hate crime/assault).
24. In situations where the allegation could be considered to be abuse, the procedures detailed in Boxing Scotland Policy and Procedures: Children and Young People Safeguarding and Wellbeing should be followed.
25. The person to whom it was reported should gather all relevant information investigate the allegation in order to reasonably establish if bullying has occurred. This may involve speaking to the person involved, other relevant staff/adults supervising, and where appropriate, other people who may have witnessed the alleged bullying. An accurate record of all relevant accounts should be retained.

Potential Actions

26. The person receiving the report/gathering the information may wish to consult other club staff/committee members, other coaching staff or the Safeguarding Officer prior to making any decisions about further immediate or subsequent action. It is vital to keep involved and informed the person who has made the report/complaint and to ensure they remain involved throughout the process. This will also help them retain or regain a sense of control over their circumstances and contribute their own views.
27. Where it is appropriate and safe to do so the person who has received the report may attempt to facilitate reconciliation between the parties involved but this should not happen without maximising the opportunity for the alleged 'bully' to learn from their conduct and understand fully why this has been entirely unacceptable and what is likely to happen if there is any repetition. Using restorative approaches could help the person involved in bullying to understand the reasons for their behaviour, appreciate the impact on the person being bullied, and look at solutions and alternatives for moving forward.
28. Similarly, any attempt at reconciliation should only happen if it is safe to do so. Any likelihood or suspicion that the alleged 'bully' will continue, repeat, or conceal future bullying or that they will engage in any kind of retaliatory activity means that a reconciliation should not be attempted.
29. If the alleged or established 'bully' is a child or young person, their parents or carers may be involved. If the person being bullied is a child/young person, their parents or carers may also be involved, However it is vital that proper and express consideration is made concerning issues of confidentiality or sensitivity such as where the young person is being bullied because of their sexual orientation or gender identity and this is not known to others such as parents. This is one reason why keeping the person informed and ensuring that their views are clearly understood is so important.
30. The person displaying bullying behaviour may be asked to make a genuine apology to the person who has been bullied. However, it may be that the apology can only be genuine once the individual fully understands why their behaviour is unacceptable and harmful and the impact it has on others.
31. If the person who has engaged in bullying has taken any items belonging to the person bullied these must be returned to them.

Support

32. In serious cases, or when unable to resolve through other means, then the appropriate disciplinary procedures should be initiated.
33. Anyone who has experienced bullying should be provided with the name and contact details of a trusted person within Boxing Scotland who may be approached to raise further concerns if they arise.

- 34 Consideration should be given to offering training to any of those affected or involved (including parents if appropriate) so that full opportunities to learn about behaviour and impact are taken in order to prevent any recurrence.
- 35 It is essential that each situation is monitored carefully even after it appears to be resolved to ensure there is no recurrence or repeat.
- 36 It may be appropriate in some circumstances for a peer or an adult to be identified who can act as a 'buddy' or provide a 'light touch' support to the person who has been bullied. If this is appropriate it should only be done with the knowledge and consent of the person involved.

- 37 Other resources include :
 - a. *respectme*, Scotland's Anti-Bullying Service; www.respectme.org.uk
 - b. Parentline Scotland, a confidential helpline for anyone caring for or concerned about a child; www.children1st.org.uk
 - c. Anti-Bullying Alliance - a coalition of organisations and individuals that are united against bullying); www.anti-bullyingalliance.org.uk
 - d. Kidscape - a charity that offers support to bullied children, as well as day courses to help them deal with bullying and its after effects, including how to avoid being bullied in the future. www.kidscape.org.uk