



Boxing Scotland Limited Anti-Bullying Policy

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Table of Contents

Introduction.....	4
Definition.....	4
Bullying in Sport.....	5
Coaching Responsibility.....	5
Prevention Strategies.....	5
Reporting and Response	6
Resolution and Follow-Up.....	6
Monitoring and Support.....	6
Additional Measures	6
Conclusion.....	7

Introduction

Boxing Scotland always adheres to and promotes our Vision, Mission, Ethical Framework and Core Values: *Trustworthiness, Respect, Responsibility, Fairness, Caring, and Good Citizenship*. These values inform all our activities and conduct and are the foundation of our Codes of Conduct.

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.

Boxing Scotland believes that bullying is never acceptable. Everyone who is involved in Boxing Scotland should be able to participate and contribute within a safe environment where they are included, valued and respected.

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 it is already identified or reported.

Definition

1. *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.

2. 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.
3. 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.
 4. 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.
 5. 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.
 6. 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

Bullying can occur in sports environments, with coaches, peers, or others involved. It may impact participants' enjoyment, performance, or willingness to engage in the sport.

Coaching Responsibility

Coaches must model positive behaviour at all times.

Prevention Strategies

11. Fostering Positive Environments

Boxing Scotland promotes inclusivity by encouraging kindness, respect, and empathy. Proactive measures such as team-building activities and open communication channels are integral to this effort.

12. Role of Training and Resources

Training on identifying and addressing bullying will be signposted. This should include role-playing scenarios and access to an online hub containing practical resources and guidelines.

13. Digital Safety Measures

Social media guidelines have been updated to identify unacceptable online behaviour and offer advice on privacy settings and reporting cyberbullying.

Reporting and Response

14. Multiple Reporting Channels

Reports of bullying can be made through multiple channels, including in person, online, or anonymously. Contact details for the Child Wellbeing and Safeguarding Officers are available on the Boxing Scotland website.

15. Timely Action

All reports will receive an initial response within five working days. Investigations and resolutions will typically be completed within 30 days, where feasible.

16. Confidentiality and Sensitivity

Reports will be handled with care, considering factors such as privacy and the individual's preferences, especially in cases involving sensitive matters like gender identity or sexual orientation.

Resolution and Follow-Up

17. Restorative Practices

When appropriate and safe, reconciliation efforts may involve restorative approaches to help individuals understand the impact of their behaviour and prevent recurrence.

18. Clear Disciplinary Actions

Consequences for bullying behaviour range from verbal warnings to suspension or permanent exclusion, depending on the severity of the incident.

Monitoring and Support

Follow-up checks will occur at one, three, and six months after resolution to ensure there is no recurrence. Peer or adult 'buddies' may be assigned to support affected individuals where suitable.

Additional Measures

20. Commitment to Core Values

The Codes of Conduct will be distributed and signed by all members to affirm their commitment to these principles.

21. Accessible Policy

This policy, along with supplementary resources, will be made publicly available on the Boxing Scotland website.

22. Collaboration with External Resources

We encourage the use of external resources, including:

- Respect Me: Scotland's Anti-Bullying Service
- Parentline Scotland: Confidential helpline for caregivers
- Anti-Bullying Alliance: Coalition of organisations united against bullying
- Kidscape: Charity offering support for bullied children

Conclusion

Boxing Scotland remains steadfast in creating a safe and inclusive environment. By working together, we can prevent bullying, support affected individuals and uphold the values of respect and fairness that define our community.

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