



## **Anti-Bullying Policy**

It is expected that the Scottish Volleyball Association Anti-Bullying Policy and Anti-Bullying Charter will be adopted by all teams, clubs and organisations within the volleyball community and that copies of both will be made widely available.

### **Raise Awareness**

All individuals involved in volleyball should be aware of the Anti-Bullying Policy and Charter and should ensure that others are too. Young people should know their rights and realise that they can talk to someone if they are worried. This should be achieved by having copies of both documents available to all those involved in the activity.

### **Good Practice**

- Ensure that the codes of conduct clearly state that behaviour which constitutes bullying will not be accepted.
- Ensure that all coaches, volunteers, staff and young people have signed up to the codes of conduct.
- Establish a working group to support the ongoing development and implementation of the Policy and Charter.

### **Reporting Concerns**

Any incidents of bullying should be reported to the Club or Safeguarding Officer who will record the details using the Scottish Volleyball Association Child Protection Incident Reporting Form (CPIRF) and follow the Scottish Volleyball Association reporting procedure.

If the incident is an adult bullying a young person, the Club or Safeguarding Officer will report the incident to the Lead Safeguarding Officer who will make a decision on the method and process for managing the incident and manage the situation with the support of the relevant Club or Safeguarding Officer as appropriate.

All reported incidents of bullying behaviour, or threats of bullying, will be investigated and efforts made to stop the bullying quickly.

### **Managing Concerns**

Once reported the following actions may be taken;

- Parents/carers will be informed and may be asked to come to a meeting to discuss the problem.
- If necessary and appropriate, the Police or appropriate agency may be consulted.
- An attempt will be made to change the bullying behaviour.

If the situation is not or cannot be resolved through mediation, training or mentoring, the Lead Safeguarding Officer may manage the incident following the Scottish Volleyball Association Disciplinary Procedure.

### **Review, Monitor and Evaluate**

Ensure that the working group meets to review any incidents, how they were managed and outcomes reached and to take lessons learned and re-evaluate the process as required. It is important to update everyone involved with any changes.

It is important to maintain an ongoing anti bullying campaign and consider ways to promote the message across the sport. Ensuring that all are aware of the expectations for our sport.