

Anti-Bullying Policy

Bullying can be difficult to define, can take many forms and is usually repeated over a period of time. The three main types of bullying are:

- Physical - for example hitting or kicking.
- Verbal - for example racist remarks, threats or name-calling.
- Emotional - for example isolating an individual from activities.

Bullying will typically include:

- Deliberate hostility and aggression towards the victim.
- A victim who is weaker than the bully or bullies.
- An outcome which is painful and distressing for the victim.

Bullying behaviour may also include:

- Other forms of violence.
- Sarcasm, spreading rumours, persistent teasing or theft.
- Tormenting, ridiculing or humiliation.
- Racial taunts, graffiti or gestures.
- Unwanted physical contact or abusive or offensive comments of a sexual nature.

Emotional and verbal bullying may be more difficult to identify, manage or evidence. Scottish Touch considers it essential that all members, coaches, players, staff, volunteers and parents understand and support this policy.

Scottish Touch will be prepared to:

- Take the problem seriously.
- Investigate any reported incidents.
- Speak to the person or people alleged to be bullying and the person affected separately.

Appropriate action may include:

- Seeking an apology from the person or people responsible to the person affected.
- Informing parents or guardians where appropriate.

- Requiring the return of items borrowed or stolen.
- Requiring appropriate compensation for loss or damage where relevant.
- Holding team, club or organisational discussions on bullying.
- Providing appropriate support to the person affected and to those responsible for their welfare.