



## **DUMBARTON CURLING CLUB**

*(Instituted 1815)*

### **ANTI-BULLYING POLICY**

*Dumbarton Curling Club is an equal opportunities Club.*





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## Document Change Log

Ver. No.	Date	Changed By	Comments
1.0	11/10/2025	James MacDonald	Policy Created and Adopted





## 1 – Policy Statement

Dumbarton Curling Club is committed to providing a safe, inclusive, and welcoming environment where all members can enjoy curling free from bullying, harassment, or discrimination. Bullying in any form is not tolerated. Every member—regardless of age, gender, race, disability, sexual orientation, or background—has the right to participate and perform in a safe and respectful environment.

This policy supports the principles of

- Respect for All.
- Getting it Right for Every Member.
- Aligns with the guidance set out by Scottish Curling.

## 2 – Aims of this Policy

The aims of this policy are:

- Prevent bullying behaviour within the club.
- Promote positive relationships and inclusion.
- Provide a clear procedure for responding to bullying.
- Support those affected—both the person being bullied and the person displaying the behaviour.

## 3 – What is Bullying?

Bullying is behaviour that hurts, threatens, excludes, or embarrasses someone—either in person or online. It can happen once or repeatedly and can have serious impacts on wellbeing.

Bullying can be:

- **Physical:** hitting, kicking, tripping, damaging property
- **Verbal:** name-calling, threats, teasing, spreading rumours
- **Emotional:** excluding someone, making them feel left out
- **Cyber:** harmful messages/posts through social media, texts, or email
- **Prejudice-based:** targeting someone due to their identity, such as race, disability, gender identity, or sexual orientation





## 4 – Preventing Bullying

To build a respectful, inclusive culture, we will:

- Make all members aware of this policy
- Train and support coaches, volunteers, and committee members
- Promote and enforce the club's Code of Conduct
- Encourage reporting of inappropriate behaviour
- Challenge all forms of bullying—no matter how small

## 5 – Recognising The Signs of Bullying

Members, coaches, and volunteers should be alert to:

- Unexplained injuries or damaged belongings
- Reluctance to attend training or club events
- Changes in mood, anxiety, or withdrawn behaviour
- Isolation from peers
- Use of derogatory language

If bullying is suspected, it must be taken seriously and investigated.

## 6 – Responding to Bullying

If bullying is reported or witnessed:

1. Listen and take all concerns seriously
2. Record the details on an incident report form
3. Report to the Club's Wellbeing & Protection Officer
4. Act to support the individual and address the behaviour

All reported incidents will be handled confidentially, sensitively, and in line with the club's disciplinary process and Scottish Curling's Wellbeing & Protection Policies.

## 7 – Support For Those Affected

- For the person being bullied: We will offer a safe space, listen to their views, and support their choices for resolution.
- For the person displaying bullying behaviour: We will challenge the behaviour and provide guidance to understand and change it.

Both parties will be treated with respect and given opportunities to repair relationships and rebuild trust.





## 8 – Dealing With Bullying Behaviour

Depending on the situation, we may use:

- The Club's Code of Conduct and disciplinary process
- Restorative approaches to repair harm
- Mentoring or buddy systems
- Parental/carer involvement where appropriate

## 9 – When Bullying Is Not The Right Label

- Bullying between adults and children (e.g., overly aggressive coaching) may be considered poor practice or abuse and will be addressed through Child or Adult Protection procedures.
- In cases where behaviour may also be criminal (e.g., hate crimes, sexual assault), the incident will be referred to appropriate authorities.

## 10 – Monitoring & Review

- All bullying incidents will be recorded and monitored.
- The club will regularly review this policy at least every **three years**, or sooner if:
  - There are significant concerns or incidents
  - National guidance changes
  - Members request a review

## 11 – Responsibilities

### Club Committee:

- Promote awareness of this policy
- Ensure appropriate action is taken
- Provide training and support to coaches and volunteers

### Coaches & Volunteers:

- Uphold the Code of Conduct
- Model respectful behaviour
- Challenge inappropriate language or actions

### Members & Parents:

- Know the policy and support a positive club culture
- Report concerns promptly





## 12 – Useful Contacts

- **Club Secretary:** James MacDonald  
**Contact:** 07741-479680  
**Email:** [secretary@dumbartoncurling.club](mailto:secretary@dumbartoncurling.club)
- **Scottish Curling Wellbeing & Protection Lead:** Catriona Morton  
**Contact:** 07756 554 128  
**Email:** [wellbeing@scottishcurling.org](mailto:wellbeing@scottishcurling.org)
- **Childline (for young members):** 0800 1111

