



Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

What bullying is not:

- single episodes of social rejection or dislike;
- single episode acts of nastiness or spite;
- random acts of aggression or intimidation;
- mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying and they're not examples of bullying unless someone is deliberately and repeatedly doing them.

Purpose

Our anti-bullying policy sets out how we feel about bullying as the Committee, what we will do to tackle it and how we will support our volunteers who experience or display bullying behaviour.

Bullying

- All forms of bullying will be acted upon;
- Everybody volunteering for has a responsibility to work together to stop bullying;
- Bullying can include online as well as offline behaviour.

Bullying behaviour can include:

- physically pushing, kicking, hitting, pinching, etc;
- name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others;
- posting of derogatory or abusive comments, videos or images on social media;
- racial, homophobic, transphobic or sexist comments, taunts or gestures;
- sexual comments, suggestions or behaviour;
- unwanted physical contact.
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The COMMITTEE will:

- recognise its duty of care and responsibility to safeguard all volunteers from harm;
- promote and implement this anti-bullying policy.
- ensure that bullying behaviour is not tolerated or condoned;

SRHP Club Anti-bullying Policy



- require all members of the Committee to sign up this policy;
- take action to investigate and respond to any reports of bullying;
- encourage and facilitate the Committee to play an active part in adopting the code of conduct for behaviour;

Each committee member will:

- encourage individuals to speak out about bullying behaviour;
- respect every individual's need for, and right to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available;
- respect the feelings and views of others;
- recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued;
- show appreciation of others by acknowledging individual qualities, contributions and progress;
- ensure safety by having rules and practices carefully explained and displayed for all to see;
- report incidents of bullying behaviour they see – **by doing nothing you are condoning the behaviour.**

Supporting Committee Members:

- We will encourage a listening and supportive culture and create an “open door” ethos where they feel confident to talk about bullying behaviour or any other issue that affects them;
 - Potential barriers to talking (including those associated with disability or impairment) will be acknowledged and addressed at the outset to individuals to speak out;
 - Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously;
 - Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved;
 - Committee members experiencing bullying behaviour will be supported and helped to uphold their right to work, play and live in a safe environment;
 - Those who display bullying behaviour will be supported and encouraged to develop better relationships;
 - We will make sure that sanctions are proportionate and fair.
- **Useful contacts:**

www.antibullyingalliance.org

<https://www.nationalbullyinghelpline.co.uk>

<https://www.thekennelclub.org.uk/about-us/about-the-kennel-club/the-kennel-club-codes/the-kennel-club-code-of-conduct/>