

WELSH BOWLS UMPIRES ASSOCIATION

ANTI-BULLYING POLICY

Every umpire and bowler have the right to experience our sport in a safe and friendly environment, free from abuse and bullying. The Welsh Bowls Umpires Association plays an important part in creating a positive environment for our umpires and players.

The Welsh Bowls Umpires Association is committed to providing a caring, friendly and safe environment for our members to participate in a relaxed and secure environment regardless of their age, gender or ethnicity.

Put simply bullying of any form is not acceptable within the Welsh Bowls Umpires Association and plays no part in the sport of bowls.

If bullying is taking place, then all members should have an avenue available to them that allows them to report alleged incidents safely and with confidence, all incidents will be investigated by the Welsh Bowls Umpires Association promptly and effectively.

Any Member who is aware of bullying taking place is expected to report it to the Chairman, if the incident involves the Chairman, it should be reported to the Secretary or another Officer.

WHAT CONSTITUTES BULLYING

Bullying can and does take many forms which includes physical abuse, coercive control, threats and teasing along with an attempted aggression or domination of a fellow member or player.

This behaviour is usually repeated and can become habitual, and, in most cases, there is a physical or social imbalance in the ability of the people involved.

This imbalance sets bullying aside from conflict, bullying can be more complicated than just the aggressor and victim.

EXAMPLES OF BULLYING

- Verbal Abuse, name calling and spreading rumours.
- Emotional Abuse, unfriendliness, exclusion and threatening gestures.
- Physical Abuse, pushing, hitting or kicking.
- Racial Abuse, racist comments or graffiti and gestures.
- Sexual Abuse, unsolicited physical contact or comments.
- Homophobic or Transphobic Abuse, discrimination against fellow umpires, players or officers because they identify as gay, lesbian, bisexual or nonaligned

with the sex they were assigned at birth or do not conform to stereotypical gender roles.

- Cyberbullying, which takes place online or via social media and mobile telephones can have the same effect on umpires, players and officers as face-to-face bullying and can be more difficult to escape from.

WELSH BOWLS UMPIRES ASSOCIATIONS POLICY OBJECTIVES

1. All Officers, members and volunteers should be aware of what bullying is, and that it will not be tolerated within the Welsh Bowls Umpires Association.
2. All Officers, members and volunteers should be aware of what to do if they believe they have witnessed bullying within our sport.
3. Anyone reporting bullying with the Welsh Bowls Umpires Association will be full supported by the organisation.

THE REPORTING PROCESS

1. Alleged incidents of bullying should be reported to the Chairman or Secretary, if they are not available any Officer of the Association.
2. Where children under the age of eighteen are involved the parents or guardians of the alleged victim or victims should be informed.
3. In serious cases the victim or victims may want to speak to the police, there are laws that cover this behaviour, and information can be obtained online.
4. An investigation will be carried out by the Welsh Bowls Umpires Association with the intention of putting a stop to the unacceptable behaviour.
5. Support will be provided to the victim or victims by the Welsh Bowls Umpires Association and information on outside agencies that are able to help can be made available.
6. Alleged bullies should also be offered advice and support to get them to change their behaviour.
7. As a final resort, mediation can be considered, involving both parties subject to agreement, if this fails then possible disciplinary action can be taken against the perpetrator under the Welsh Bowls Umpires Association disciplinary process.

Established April 2026

Review Date April 2027