# SPRINGWATER GOLF CLUB

# Anti-Bullying Policy

18 November 2026

## 1. Policy Statement

Springwater Golf Club is committed to creating a safe, inclusive, and respectful environment for everyone involved in golf. Bullying, harassment, victimisation and/or abusive behaviour will not be tolerated under any circumstances.

We recognise our duty of care to safeguard children, young people, and adults at risk, and to promote dignity, respect, and fairness for everyone across all activities.

## 2. Purpose

This policy provides a clear framework to:

- Define bullying and unacceptable behaviour
- Outline how concerns should be reported and managed
- Ensure appropriate safeguarding responses
- Protect individuals from harm, discrimination, or victimisation

## 3. Scope

This policy applies to all individuals involved in [Club/County/Facility Name], including:

- Members
- Volunteers
- Staff
- Coaches and officials
- Players and participants

It applies in all environments connected to golf activity, including:

- Club premises and facilities
- Competitions and events
- Travel associated with golf
- Online and digital communications

## 4. Principles

Springwater Golf Club is committed to:

- Treating all concerns seriously and responding promptly. Reports will be acknowledged as soon as reasonably practicable and reviewed without unnecessary delay.
- Handling information sensitively, confidentially (on a need-to-know basis) and in accordance with data protection principles
- Ensuring individuals can report concerns without fear of victimisation
- Applying fair, proportionate, and consistent processes
- Placing the welfare of children, young people, and adults at risk at the centre of all decisions

## 5. Definition of Bullying

Bullying is unwanted behaviour that may be intentional or unintentional and which has the purpose or effect of intimidating, degrading, humiliating, undermining or harming another person It is usually repeated over time and may involve an imbalance of power but can also include serious one-off incidents that cause significant distress or harm.

Bullying may occur:

- In person
- Within teams or club environments
- Online or through digital communication

## 6. Categories of Bullying

Bullying can take many forms, including:

- **Emotional/Psychological**: intimidation, exclusion, manipulation
- **Verbal**: insults, threats, derogatory remarks
- **Physical**: assault, damage to property
- **Cyberbullying**: abusive messages, social media harassment, sharing harmful content
- **Discriminatory/Prejudicial**: behaviour linked to protected characteristics (e.g. age, disability, gender reassignment, race, religion, sex, sexual orientation)

## 7. Examples of Bullying

Whilst not an exhaustive list, this could include:

- Deliberately excluding individuals from team activities.
- Mocking performance, ability or disability.
- Hazing or initiation activities.
- Persistent criticism intended to humiliate.
- Excessive or degrading coaching behaviours.
- Online abuse through WhatsApp groups, social media or gaming platforms.

## 8. Legitimate Management or Coaching

Reasonable coaching instruction, performance feedback, disciplinary action, management direction, or enforcement of club rules does not constitute bullying when undertaken fairly, respectfully and proportionately.

## 9. Unacceptable Behaviour

The following behaviours are not acceptable:

- Bullying in any form
- Harassment or intimidation, including behaviour that creates a hostile, degrading, humiliating or offensive environment
- Abusive language or conduct
- Discriminatory behaviour

Any such behaviour may result in disciplinary action.

## 10. Reporting Concerns

All bullying concerns should be reported as soon as possible to:

**Club, County or Facility Safeguarding & Welfare Officer / Safeguarding Lead:**

Name: Denise Driscoll
Contact Details: 07815901974

djd34743@gmail.com

## 11. How to Respond to a Concern

Anyone receiving a concern should:

- Listen carefully and take the individual seriously
- Reassure them they have done the right thing
- Record the information factually and accurately
- Report the concern to the Safeguarding & Welfare Officer (CSWO) or safeguarding lead. In the event that the concern involves the CSWO, or the reporter does not feel able to raise the concern with them, concerns may be reported directly to the Club Chair, County Safeguarding and Welfare Officer, England Golf safeguarding team, or the relevant statutory agency.
- Take immediate action if there is a risk of harm, including if necessary, reporting to the relevant statutory authorities such as the police or social services.

## 12. Managing Concerns

Where a concern of bullying is raised, the Club will:

- Assess the level of risk and appropriate response
- Where appropriate and where no safeguarding concerns exist, concerns may be resolved informally through discussion, mediation or facilitated resolution.
- Consider whether safeguarding, disciplinary, or external referral processes are required (Where bullying involves a child, adult at risk, hate incident, criminal behaviour, threats of violence, harassment, or significant emotional harm, safeguarding referral procedures will be considered).
- Maintain clear and accurate records
- Seek advice from relevant safeguarding authorities where necessary

The Club will seek to manage concerns fairly and objectively. Individuals who are the subject of allegations will be given the opportunity to respond, unless doing so would place another individual at risk or compromise safeguarding processes

## 13. Cases Involving Adults

When concerns involve adults, consideration must be given to:

- Capacity to make decisions
- Consent to share information
- Vulnerability and risk factors

Referral to external safeguarding agencies may be necessary where there are concerns about:

- Abuse or neglect
- Coercion or exploitation
- Significant harm or criminal behaviour

## 14. Confidentiality & Information Sharing

Information will be:

- Shared only on a need-to-know basis
- Retained and disposed of in accordance with the Club's data retention schedule and legal obligations Used solely for safeguarding and welfare purposes

## 15. Protection from Victimisation

Springwater Golf Club will ensure that:

- Individuals raising concerns in good faith are protected
- Confidential concerns may be raised without fear of disadvantage
- No retaliation, discrimination, or victimisation occurs

Any form of retaliation will be treated as a serious disciplinary matter.

## 16. Roles & Responsibilities

### Club/Organisation

- Implement and promote this policy
- Ensure appropriate safeguarding procedures are in place

### Club Safeguarding & Welfare Officer

- Act as the main point of contact for safeguarding concerns
- Coordinate responses and maintain records
- Seek advice from external bodies when required

### Committee / Leadership

- Promote a culture of respect and zero tolerance for bullying
- Support the effective implementation of this policy

### Members & Participants

- Treat others with respect
- Report concerns or incidents of bullying
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**Parents and Carers**

- Support the principles of this policy
- Encourage respectful behaviour
- Raise concerns appropriately

## 17. Disciplinary Action

Breaches of this policy may result in action in line with the Club's disciplinary procedures, which may include:

- Warnings
- Suspension
- Removal of membership or role
- Referral to governing bodies or statutory agencies

**False or Malicious Allegations** - Concerns raised in good faith will never result in disciplinary action, even where they are not substantiated. However, deliberately false or malicious allegations may be addressed through disciplinary procedures.

## 18. Supporting Documents

This policy should be read alongside other relevant policies, which could include:

- Safeguarding Policy
- Code of Conduct
- Complaints and Disciplinary Procedures

## 19. Legal Statement

Springwater Golf Club reserves the right to take appropriate action or escalate concerns where necessary to protect the welfare of individuals and uphold safeguarding responsibilities.