



Welsh Bridge Union Anti-Bullying Policy July 2024

The purpose and scope of this policy statement

The Welsh Bridge Union works with adults and occasionally minors as part of its activities of playing contract bridge.

The purpose of this policy statement is:

- to prevent bullying from happening between any members who are a part of our organisation or take part in our activities, especially those who are children or elderly or otherwise potentially vulnerable
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all organisers and volunteers and participants about what

we should all do to prevent and deal with bullying and how to raise any concerns.

This policy statement applies to anyone acting on behalf of the Welsh Bridge Union, including its Officers, Council and Management Committee, volunteers, sessional workers, agency staff and students.

What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- unwanted; and
- reasonably considered to be done with either the intention to hurt someone either physically or emotionally or reckless as to if this outcome is caused.

We believe that:

- Welsh Bridge Union members and guests should never experience abuse of any kind
- we have a responsibility to promote the welfare of all members, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all Welsh Bridge Union members, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- endeavouring to ensure that the behaviour of all of our members and representatives, in both face-to-face contact and online, does not exhibit any of the characteristics of bullying
- providing support and training for all volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying

- dealing swiftly and robustly with any complaints relating to bullying by bringing them to the prompt attention of our Laws & Ethics Committee and, where considered necessary, commencing a disciplinary investigation to investigate any bullying behaviour and hold the perpetrator accountable. Such investigation may (if allegations are proven) lead to the suspension or complete ban of the member involved in such behaviour.

For the avoidance of doubt, the rules of “Best Behaviour At Bridge” extend beyond just the bridge table to the entire club and online environment.

All Welsh Bridge Union members are encouraged to :

- to look after one another and uphold the “Best Behaviour At Bridge” behaviour code
- practice skills such as listening to each other
- respect the fact that we are all different
- make sure that no one is without friends
- deal with problems in a positive way
- check that our anti-bullying measures are working well
- REPORT ANY SUSPICIONS OR WITNESSING OF BULLYING BEHAVIOUR TO THE CHIEF EXECUTIVE OFFICER OF THE WELSH BRIDGE UNION STRAIGHT AWAY

Responding to bullying

The Welsh Bridge Union will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole

Diversity and inclusion

The Welsh Bridge Union recognises that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our members
- welcoming new members to our organisation

Contact details

Nominated anti-bullying lead

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Last revision 11th July 2024