



OLD GRAVESENDIANS SPORTS ASSOCIATION LTD

Fleetway Sports Ground, Bronte View, Gravesend, Kent, DA12 1PX

OGSA Anti-Bullying & Harassment Policy

1. Policy Statement

As a registered Mutual Society, the Old Gravesendians Sports Association Ltd is committed to providing a safe, respectful and inclusive environment for all members, volunteers, staff, and visitors. Bullying and harassment are unacceptable and will not be tolerated in any form.

This policy supports OGSA's safeguarding, equality, and conduct standards and ensures compliance with the **Equality Act 2010** and UK sports governance requirements.

2. Purpose

This policy aims to:

- Prevent bullying, harassment and victimisation
- Promote a culture of respect and inclusion
- Provide clear reporting and response procedures
- Protect vulnerable adults
- Ensure fair treatment for all participants

3. Scope

This policy applies to:

- Members
- Volunteers
- Directors, Officers and Committee members
- Visitors

It covers all club activities, events, online communication, and social media.

4. Definitions

Bullying

Bullying is repeated behaviour intended to hurt, intimidate, humiliate, or exclude another person. It may be:

- **Physical:** hitting, pushing, damaging property
- **Verbal:** insults, threats, name-calling
- **Social:** exclusion, spreading rumours
- **Online (cyberbullying):** abusive messages, sharing harmful content

Harassment



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Harassment is unwanted behaviour related to a protected characteristic under the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage/civil partnership
- Pregnancy/maternity
- Race
- Religion/belief
- Sex
- Sexual orientation

Harassment may include:

- Offensive jokes or comments
- Unwanted physical contact
- Intimidation
- Derogatory language
- Sexual harassment

Victimisation

Treating someone unfairly because they made or supported a complaint.

5. Prohibited Behaviour

OGSA prohibits:

- Bullying of any kind
- Harassment or discrimination
- Abusive or threatening behaviour
- Humiliation or shaming
- Sexual harassment
- Exclusion or isolation
- Misuse of power or authority
- Online harassment or cyberbullying
- Retaliation against anyone who reports concerns



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6. Responsibilities

Committee

- Ensure policy implementation
- Review incidents and outcomes
- Promote a positive club culture

Welfare Officer

- Lead contact for concerns
- Manage safeguarding-related incidents
- Maintain confidential records

Volunteers

- Model positive behaviour
- Challenge inappropriate conduct
- Report concerns immediately

Members & Participants

- Treat others with respect
- Follow club policies
- Report bullying or harassment

7. Reporting Concerns

Anyone can report bullying or harassment.

How to Report

- Speak to the Welfare Officer
- Speak to a Director, Officer or Committee member
- Email the Club's Secretary (info@ogsa.co.uk)
- Submit a written concern to the Club's Secretary (Fleetway Sports Ground, Bronte View, Gravesend, Kent, DA12 1PX)
- Report anonymously (if needed)

Confidentiality

Reports are handled sensitively and confidentially, with information shared only on a need-to-know basis.



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8. Responding to Incidents

The OGSA will:

1. **Acknowledge the concern promptly**
2. **Assess immediate safety risks**
3. **Gather information from all parties**
4. **Take appropriate action**, which may include:
 - Mediation
 - Behaviour contracts
 - Training or education
 - Suspension from activities
 - Removal from membership or volunteering
 - Referral to safeguarding authorities
5. **Record all actions taken**
6. **Monitor the situation to prevent recurrence**

9. Safeguarding Considerations

Bullying or harassment involving vulnerable adults is treated as a **safeguarding concern** and handled according to OGSA's Safeguarding Policy.

This may involve:

- Referral to social services
- Contacting the police (if necessary)

10. Online & Social Media Conduct

Members must:

- Use respectful language
- Avoid posting harmful or discriminatory content
- Not engage in private messaging with children
- Report harmful online behaviour

Cyberbullying is treated with the same seriousness as in-person bullying.

11. Support for Individuals

The OGSA will provide support to:

- Victims of bullying or harassment



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- Individuals accused (until investigation concludes)
- Witnesses or reporters of incidents

Support may include welfare guidance, mediation, or referral to external agencies.

12. False or Malicious Allegations

Deliberately false allegations are unacceptable and may result in disciplinary action.

13. Policy Review

This policy is reviewed annually or sooner if:

- Legislation changes
- Safeguarding guidance updates
- Club incidents indicate a need for revision

Version Control: Document History				
Version	Date	Owner	Description	Review date
V1.0			Initial draft of Anti- Bullying and Harassment Policy	