

## DONKEY BREED SOCIETY

### **ANTI-BULLYING POLICY**

The Donkey Breed Society believes that for members to have a full and worthwhile membership of the Society, each must experience a safe, supportive and caring environment, at all times. It is important that in order to minimise the occurrence of bullying, that members identify their own personal boundaries and are aware of what actions may constitute bullying, thus compromising others' enjoyment. Therefore, the Society feels it necessary to publicise this anti-bullying policy, in order that members may understand the relevant boundaries, to know what is expected of them, and to know what they can expect of the Society should bullying occur.

**Bullying of any kind is not in accordance with membership of the Society, and disciplinary action will be taken by Council against any member who bullies, or threatens to bully, another member.**

Bullying happens across the country, every day, to people of all ages, of all backgrounds, and of all walks of life. It happens in the work place, in social gatherings and as part of home life. There is also potential for bullying to happen within the Society between members, on and off the Show field.

Although bullying rarely occurs within the membership of the Society, the Society recognises that individuals of different opinions and beliefs can often come together in situations that have the potential to become fraught. If any level of bullying is suspected observed or reported, the matter will be taken seriously, dealt with promptly and all parties will be supported appropriately and fairly.

The Society defines bullying in the broadest sense of the word and for the purposes of its dealings and for this policy, formally adopts the UK Government definition of bullying, which is described as behaviour that is "repeated, intended to hurt someone either physically or emotionally, is often aimed at certain groups, by virtue of race, religion, gender or sexual orientation". The Society however does not feel that behaviour must be sustained to constitute bullying; but can be a one-off occurrence.

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The Society recognises that bullying can be experienced in a number of ways, including:

1. Physical
2. Verbal
3. Emotional
4. Cyber

The Society intentionally neglects to define these instances further and in so doing intends to leave the scope of bullying, as defined above, as wide as possible.

What to do if you are being bullied by another member of the Society:

- You should immediately remove yourself from the situation.
- You should contact the Chairman of Council with your concerns, or the Secretary in their absence.
- You should avoid putting yourself in a situation where you may be susceptible to further bullying.

- You should clearly and methodically recount your experiences to the Chairman of Council/Secretary.
- You should avoid confrontation at all costs, this may only inflame matters.
- You must never retaliate, in kind, or otherwise.
- Some forms of bullying, including those involving violence or assault, theft, repeated harassment or intimidation and hate crimes are illegal, where consideration should be given to reporting them to the police.

What to do if you suspect a member is being bullied:

- The member should contact the Chairman of Council with their concerns, or the Secretary in their absence.
- The member should offer their support to the member suspected of being bullied.
- The member should encourage the member suspected of being bullied to come forward to the Chairman of Council/Secretary as above.
- The member should avoid confrontation at all costs, this may inflame matters.

What members can expect from Council in response to an accusation of bullying:

- Council will take all accusations seriously and assess them on their own merit.
- Council will thoroughly investigate all accusations of bullying.
- Council will treat the content of all complaints in the strictest confidence.
- Council will gather information from all parties.
- Council will instruct a sub-committee to investigate each complaint.
- That sub-committee will report to Council setting out the facts as determined and will put forward recommendations.
- Where bullying is proven, Council will decide on an appropriate sanction. When a member is found to have brought the reputation of the Society into disrepute, membership of the Society may be revoked.
- Council will provide support and assistance to any member who is identified as to have been bullied by another member.

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