

CENTURION BOWLS CLUB



SAFEGUARDING POLICY

PREAMBLE

1. Centurion Bowls Club recognises the risks of offensive, harmful or abusive behaviour posed towards vulnerable persons who participate in bowls. To mitigate such risks, this policy has been developed for the club to respond accordingly, in line with the relevant legislations such as:

- The Children's Act 38 of 2005 as amended,
- The Criminal Law (sexual offences and related matters) Amendment Act 32 of 2007.
- The Protection from Harassment Act 17 of 2011.
- The Safeguarding Policy of Bowls South Africa.

2. Reference to one gender in this Policy will include the other.

INTRODUCTION

3. Centurion Bowls Club wants to create an atmosphere in which everybody who participates in bowls can have a safe, rewarding and positive experience irrespective of their race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth or athletic ability.

4. Abuse and/or harassment can occur in sport and can damage the reputation of the club. Centurion Bowls Club strongly contributes to the protection of all members and believes that all players, coaches, and volunteers who wish to participate in bowls, have a right to participate in a safe and inclusive environment, free from all forms of harm, discrimination, abuse, violence and neglect.

5. Centurion Bowls Club recognises that the welfare, safety and well-being of all who participate in bowls, regardless of their role, is important. Centurion Bowls Club recognises that whilst any participant can be subjected to abuse and/or harassment the following groups ("Vulnerable Persons") may be more vulnerable than others:

5.1. Children.

5.2. People with a Mental and/or a Physical Disability.

5.3. Women.

5.4. Elderly Persons, and

5.5. Other Vulnerable Adults.

PURPOSE

6. The purpose of this policy is to ensure that members and others taking part in the sport of bowls at the club can do so without fear of harassment or abuse.

7. The **key objectives** of the policy are to:

7.1. Ensure that all members understand that all forms of harassment, abuse and grooming are unacceptable and will not be tolerated.

7.2. Enable anyone who has witnessed or experienced harassment, abuse or grooming at the club can report the incident without fear of victimisation or retaliation.

7.3. Ensure an appropriate and co-ordinated response to any incidents of harassment, abuse or grooming will take place.

7.4. Implement effective measures that minimise the likelihood of incidents of harassment, abuse and grooming arising.

7.5. Ensure all reasonable steps are taken during the appointments of volunteers to prevent unsuitable individuals.

DEFINITIONS

8. The following definitions are applicable:

8.1. Abuse refers to the definition of any kind of abuse set out in this Policy.

8.2. Adult means persons 18 years and older, men and women including persons with impairments.

8.3. Athletes with disabilities: those who have long-term physical, mental, intellectual or sensory impairments that, on interaction with certain barriers, may hinder their full and effective participation in society on an equal basis with others.

8.4. Bullying or cyberbullying: unwanted, repeated and intentional, aggressive behaviour usually among peers, and can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone.

8.5. Child (Children) and adolescent: every human below the age of 18 years.

8.6. Grooming: Sexual grooming occurs when a person educates, introduces or prepares a child or a person living with mental disability to perform or witness any sexual act or become sexually ready. Children are usually unaware that the person is grooming them for sexual acts because this person is often nice to the child. In most

instances, after realising the motive of the person, the child is scared to report this because the incident could have been taking place over a long period of time. This is a crime and must be reported.

8.7. Hazing: an organised, usually team-based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members.

8.8. Homophobia: antipathy, contempt, prejudice, aversion or hatred towards lesbian, gay or bisexual individuals.

8.9. Sexism: is the belief that one sex or gender is superior to another. Sexism is distinguished by prejudice or by discrimination based on person's sex or gender. Although sexism can affect anyone, women and girls are more often affected by sexism.

8.10. Sexual abuse: any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/ manipulated or is not or cannot be given.

8.11. Sexual harassment: any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.

TO WHOM AND WHEN DOES THIS POLICY APPLY?

9. This policy is applicable to all members of Centurion Bowls Club at all times.

WHAT IS HARASSMENT AND ABUSE?

10. The Protection from Harassment Act 17 2010, defines harassment as directly or indirectly engaging in conduct that the respondent knows or ought to know:

10.1. Causes harm or inspires the reasonable belief that harm may be caused to the complainant or a related person by unreasonably:

10.1.1. Following, watching, pursuing or accosting of the complainant or a related person, or loitering outside of or near the club where the complainant is.

10.1.2. Engaging in verbal, electronic or any other communication aimed at the complainant, by any means, whether or not conversation ensues.

10.1.3. Sending, delivering or causing the delivery of letters, telegrams, packages, facsimiles, electronic mail or other objects to the complainant.

11. Centurion Bowls Club acknowledges that harassment and abuse can be expressed, but not limited to, six forms which may occur in combination or in isolation. These include:

11.1. Psychological abuse.

11.2. Physical abuse.

11.3. Sexual harassment.

11.4. Sexual abuse.

11.5. Neglect.

11.6. Bullying.

CLUB MEMBERS

12. Club members must play a part in ensuring that the sport of bowls is free from any kind of non-accidental harm, discrimination, bullying, harassment, abuse, violence, grooming and neglect.

13. Management of Centurion Bowls Club shall communicate their Safeguarding Policy and measures to their members and act to prevent any form of non-accidental harm, discrimination, bullying, harassment, abuse, violence, grooming and neglect in the club.

14. The club must appoint a Safeguarding Officer. This officer shall immediately inform the National Safeguarding Officers of any concerns, investigations or disciplinary action in respect of any reported case of non-accidental harm, discrimination, bullying, harassment, abuse, violence, grooming and neglect happening in their organisation. The club may request assistance from the National Safeguarding Officers in the case management of Safeguarding complaints.

CONFIDENTIALITY

15. The Club Safeguarding Officers undertake to respect the confidentiality of all the information received at any phase of the procedure.

16. In the event the incident could be a criminal offence, the National Safeguarding Officers must share the collected information with the relevant national authorities in accordance with the applicable law.

REPORTING PROCEDURE

17. The Club Safeguarding Officers will report all incidents of suspected nonaccidental harm, discrimination, bullying, harassment, abuse, violence, grooming and neglect, regardless of who the offender may be to the National Safeguarding Officers.

DISCIPLINARY PROCEDURE

18. In the event that a transgression has taken place, the clubs Disciplinary Policy will be applicable.

Approved by the Management Committee on24 March 2025

Signature President of Centurion Bowls Club*JJ Odendaal*