



Scottish Association of Young
Farmers Clubs

Anti-Bullying Policy Statement

Anti-Bullying Policy Statement

The purpose and scope of this policy statement

The Scottish Association of Young Farmers Clubs works with young people as part of its activities. The purpose of this policy statement is:

- To prevent bullying from happening between any associated member, paid or invited guest and member of the public who are a part of our organisation or take part in our activities
- To make sure bullying is stopped as soon as possible if it does happen and those involved receive the support needed
- To provide information to all members, office bearers, volunteers, careers and staff about what we should do to prevent and deal with bullying

Where reasonably practical, SAYFC will aim to mitigate potential risk of bullying against all affiliated SAYFC members when they may be affected by activities associated with the association.

Additionally, the association will protect associate members, staff and guests from any incidents of bullying within SAYFC operations through controlled measures.

What is bullying?

Bullying includes a range of abusive behaviour that is

- Repeated
- Intended to hurt someone physically or emotionally

For a comprehensive, but not exhaustive, list of “What is bullying?” see appendix one.

We believe that:

- Young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- Bullying can cause real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm or suicide.
- All young people, regardless of age, disability, genders, race, religion or belief, sex or sexual orientation and all other protected characteristics as per the Equality Act 2010, have the right to equal protection from all types of harm or abuse.

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- 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:

- Implementing Respect ambassadors across each club.
- Adhering to a code of conduct that sets out how everyone in our organisation is expected to behave, face-to-face contact and online.
- Ensuring there is the opportunity to communicate with staff, volunteers and young people who use our organisation about bullying and how to prevent it.

These discussions will focus on:

- Group members responsibilities to look after one another and uphold the code of conduct
- Practising skills such as listening to each other
- Respecting the fact that we are all different
- Promoting positive working relationships
- Dealing with problems in a positive way
- Ensuring our anti-bullying measures are effective through regular review
- Providing support and training for all members, office bearers, volunteers and staff on dealing with all forms of bullying including racial, sexist, homophobic, sexual bullying and all protected characteristics as per the Equality Act 2010.
- Putting clear and robust anti-bullying procedures in place
- Adhering to our incident handling process should an incident occur
- Making sure our responses to incidents of bullying consider:
 - The needs of the person being bullied
 - The needs of the person displaying bullying behaviour
 - Needs of the bystanders
 - Our organisation as a whole
- Viewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

We recognise 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 differences
- Increasing diversity within our members, office bearers, staff, and volunteer teams
- Welcoming new members to our organisation

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Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including:

- Safeguarding Policy
- Code of Conduct
- Incident Handling Flowcharts
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Contact details

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We are committed to reviewing our policy and good practise annually.

APPENDIX ONE

What is Bullying? Bullying can take many forms, it can be:

Verbal abuse:

- name calling
- saying nasty things to or about a young person
- verbal insults
- swearing

Physical abuse:

- Physical abuse is deliberately hurting or injuring someone. This could include:
- hitting
- smacking
- pushing
- shaking
- spitting
- pinching
- scalding
- misusing medication
- inappropriate restraint

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- inappropriate physical punishments or other ways of causing physical harm.

Emotional abuse:

- Emotional abuse includes non-physical behaviors that are meant to control, isolate, or frighten an individual. This may present as threats, insults, constant monitoring, excessive jealousy, manipulation, humiliation, intimidation, dismissiveness, among others.
- making threats
- undermining a young person
- excluding a young person from a friendship group or activities
- Cyberbullying / online bullying
- excluding a young person from activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- “trolling” – sending menacing or upsetting messages on social networks, chat rooms or online games
- Voting for or against someone in an abusive poll
- Setting up hate sites or groups about a particular young person
- Encouraging young people to self-injure
- Creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

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