



GUILDFORD ROWING CLUB

(Established 1880)

Anti-bullying Policy

Statement of Intent

The Committee and Officers of Guildford Rowing Club are committed to providing a caring, friendly and safe environment for all members so they can train in a safe and secure environment. Bullying of any kind is unacceptable at our Club. If bullying does occur, all rowers, or parents of rowers, should be confident that incidents will be reported and dealt with promptly and effectively. We are a *telling* club; anyone who becomes aware that bullying is taking place is expected to tell the Club Welfare Officer, any committee member or, in the case of a junior member, any responsible adult or coach.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional:** being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting, (e.g. hiding kit or equipment, threatening gestures)
- **Physical:** pushing, kicking, hitting, punching or any use of violence
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** unwanted physical contact or sexually abusive comments
- **Homophobic:** because of, or focussing on the issue of sexuality
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Rowers who are bullying need to learn different ways of behaving.

This club has a responsibility to respond promptly and effectively to incidences of bullying.

Guildford Rowing Club Anti-bullying Policy dated March 2018

Objectives of this policy

- All committee members, coaches, rowers and parents should have an understanding of what bullying is and what they should do if bullying occurs
- All committee members and coaches should know what the club policy is on bullying, and follow it when bullying is reported
- As a club we take bullying seriously. Rowers and parents should be assured that they will be supported and treated fairly if bullying is reported whether they are the victim or the alleged bully
- Bullying will not be tolerated.

Signs and Symptoms of bullying in children

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or possessions damaged
- has possessions go “missing”
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- is frightened to say what’s wrong
- gives improbable excuses for any of the above.

In more extreme cases:

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens self-harm or suicide or runs away.

Guildford Rowing Club Anti-bullying Policy dated March 2018

These signs and behaviours may indicate other problems, but bullying must be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to the Club Welfare Officer, a member of the committee, a coach or a responsible adult.
2. In cases of serious bullying, the incidents will be referred to British Rowing for advice.
3. Parents should be informed and will be asked to attend a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. Bullying behaviour or threats of bullying must be investigated and bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and bullying is seen to continue the club will initiate disciplinary action under the club constitution as outlined below

Club actions

If the club decides it is appropriate for it to deal with the situation it will follow the procedure outlined below.

1. Reconciliation by bringing the parties together. A genuine apology may solve the problem.
2. If this fails or is not appropriate a panel comprising Club Chairman, Club Welfare Officer, Club Secretary or other committee members should meet with the parent and the child alleging bullying to obtain details of the allegation. Minutes should be taken for clarity, which should be agreed by all present as a true account.
3. The same panel should meet with the alleged bully and parent/s and put the incident details to them in order to obtain their views regarding the allegation. Minutes should again be taken and agreed by those present.
4. If bullying has in the view of the panel taken place the bully should be warned and put on notice of further action which may include temporary or permanent suspension of Club membership. This action may be reviewed if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases the parent(s) of the bully or bullied rower may be asked to attend training sessions in order to observe proceedings. The club committee should monitor the situation for a given period to ensure bullying is not continuing.
6. All coaches involved with all parties should be made aware of the allegations and the decisions of the Club panel.

In the case of adults reported to be bullying rowers under 18

Guildford Rowing Club Anti-bullying Policy dated March 2018

1. British Rowing should always be informed and will advise on action to be taken.
2. It is anticipated that in cases where an allegation regarding a teacher or coach is made and proved, additional child protection awareness training may be recommended.
3. More serious cases may be referred to the police, social services or British Rowing and additional disciplinary procedures may be discussed.
4. In cases where a coach or teacher who is employed by an outside organisation is implicated the matter should be referred to British Rowing and to the person's line manager or as detailed in that person's employment contract.

Awareness

- The club will have a written constitution, which includes reference to what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part and is included in British Rowing Guidance Notes
- All rowers and parents will sign a membership application form indicating their agreement to accept and abide by the guidelines contained in the constitution upon joining the club and on an annual basis at membership renewal.
- The club welfare officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with rowers to discuss the issue openly and constructively.

Note: Cases of bullying should be resolved with as quickly as possible to avoid further distress to the victim and to protect the needs and rights of those accused of bullying. where possible the guidelines for timescales in Section 8 of the British Rowing *Safeguarding and Protecting Children Policy* must be adhered to.