



York City Rowing Club anti-bullying policy

Bullying is deliberately hurtful behaviour resulting in distress to the victim.

At York City Rowing Club - **Bullying of any kind is unacceptable**

The Committee and Officers of York City Rowing Club are committed to providing a caring, friendly and safe environment for all of our members so they can train in a relaxed and secure atmosphere.

We are a telling club.

If bullying does occur, all rowers or parents should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows or suspects that bullying is happening is expected to tell the Club Welfare Officer (CWO) or any committee member.

The Club Welfare Officer can be contacted by emailing Welfare@ycrc.co.uk.

Bullying can be many things.....:

- **Emotional Bullying** such as being unfriendly, excluding other people from conversations or activities, sending hurtful text messages, tormenting.
- **Physical Bullying** like pushing, kicking, hitting
- **Racist Bullying** like racial taunts, graffiti, gestures
- **Sexual Bullying** such as unwanted physical contact or sexually abusive comments
- **Homophobic Bullying** where the bully focusses on the issue of sexuality
- **Verbal Bullying** such as name-calling, sarcasm, spreading rumours, teasing.

Everybody has the right to be treated with respect and caring. Basically, we look after each other and in this way become a stronger club.

Signs and Symptoms

Coaches and club members and parents should be aware that a child being bullied may indicate signs or changes in behaviour.

The child may say they are being bullied. They may be unwilling to go to club sessions, feel ill before training sessions, or frightened to say what's wrong. They may become withdrawn anxious, or lacking in confidence, or in severe cases, stop eating, cry themselves to sleep or have nightmares. A child may come home with clothes torn or possessions damaged, have possessions go "missing" or ask for or steal money. A child might become aggressive, run away or show signs of bullying others and in the worst cases self-harm, threaten or attempt suicide.

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

Club action

Cases of bullying will be resolved with the utmost speed to avoid further distress to the victim. Incidents of possible bullying will follow the procedures set down below.

Confidentiality will be observed throughout the process. British Rowing will advise on action to be taken.

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

1. Reconciliation between the parties will be attempted by the CWO or relevant member of the club. All the involved parties will be informed of the situation and the steps taken. A record will be kept of the incident in case bullying recurs.
2. If reconciliation fails or is not appropriate the Club's Safeguarding Management Group (SMG) will convene (made up from Chairman, CWO and Secretary or other Committee Member). The CWO will present the details of the situation and the SMG will decide on a course of action. (In the case of juniors the meeting might involve the parent and child alleging bullying). Minutes will be taken and agreed by all as a true account. If the SMG is concerned about the continuation of bullying a temporary suspension of training may be imposed.
3. The same 3 Committee Members will meet with the alleged bully (and in the case of juniors parent) and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed with parents.
4. If the SMG concludes that bullying has taken place the bully should be warned and put on notice of further action. This could involve a temporary suspension or a permanent suspension if the bullying continues. Consideration will be given as to whether a reconciliation meeting between parties is appropriate at this time (and to what extent the parents should be involved in further proceedings in the case of juniors). The SMG will decide whether the details of the bullying should be reported to British Rowing.
5. All coaches and Captains involved with both rowers should be made aware of the concerns and outcome of the SMG meeting. The CWO will monitor the situation for a given period and report back to members of the SMG to ensure the bullying is not being repeated.

In the case of all adults proven to bully and of juniors continuing to bully the Club's Safeguarding Management Group may recommend the Clubs Disciplinary Procedures are applied and the details sent to British Rowing.

More serious cases may be referred to the police, social services or British Rowing disciplinary procedure.

The club will make efforts to prevent bullying by keeping a high profile of the issue.

1. The club's "Vision and Values Statement" promises to provide "an open, welcoming and Supportive Environment for all members"
2. The Code of Conduct states "Bullying of any kind is unacceptable at our club".
3. All new rowers and parents will be asked to read the Anti-bullying policy available on the website and sign the Membership Application Form to show they have read and accept the expectations.
4. The CWO will raise awareness about bullying and why it matters. A noticeboard will be used to highlight the issue and reinforce expectations. If issues of bullying arise in the club, the CWO will consider meeting with rowers to discuss the issue openly and constructively.