

Chipstead Sailing Club

Anti- Bullying Policy

INTRODUCTION

It is the Policy of Chipstead Sailing Club (“CSC”) to safeguard any person or persons from physical, sexual and emotional harm and CSC considers bullying of any kind unacceptable. This document sets out what CSC means by bullying, how you can recognise it and what to do about it if you think it might be happening.

OBJECTIVES

The objective of this Policy is to prevent bullying occurring, however, in the event that it does, to provide a mechanism where it can be quickly brought to the attention of individuals who can investigate the situation and work with both the victim and the bully in order to resolve the problem.

WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person, whether on social media, by text, in person, by phone or on-line or by any other means. The three key bullying behaviours are:

- 1) It does not just happen once; it is ongoing over time.
- 2) It is deliberate and intentional - it is not accidentally hurting someone.
- 3) It is unfair/there is an unequal power balance (imbalance of power). The person/people doing the bullying is/are stronger, or there are more of them or they have ‘influence’ (higher status or power).

Bullying can be:

Emotional: being unfriendly, excluding and tormenting (e.g. hiding possessions 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.

Why is it important to respond to Bullying? Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Bullying is often a call for help by the person showing bullying behaviours. They need help both to learn different ways of behaving and to understand the reason that it is unacceptable. It is often symptomatic of other issues which they may need help with. Therefore promptly informing an appropriate person about these behaviours helps everyone.

SIGNS AND SYMPTOMS OF BULLYING

A person's behaviour may offer indications or signs that he or she is being bullied. All should be aware of these possible signs and that they should investigate if a person:

Is frightened of being left alone with others.

Changes their usual routine.

Suddenly doesn't wish to attend training or events.

Becomes withdrawn, anxious or lacking in confidence.

Starts stammering.

Has a cut or bruises that cannot adequately be explained.

Attempts or threatens suicide.

Attempts or threatens to run away.

Begins to perform poorly without good reason.

Comes to CSC with clothes torn or belongings damaged.

Has possessions suddenly start to go missing.

Asks for money or starts stealing money (e.g. to give to the bully). Continually 'loses' money.

Becomes aggressive, disruptive or unreasonable. Is bullying others.

Stops eating.

Is frightened to say what is wrong.

Gives improbable excuses or reasons for any of the above.

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

PROCEDURES

If anyone, suspects that bullying is taking place it is expected of them that they inform a Parent/Carer, Day Leader, Course Instructor, Safeguarding Officer or an appropriate person.

This person will then follow procedures in line with the CSC Club Code of Conduct and Disciplinary Procedures together with the CSC Safeguarding Policy as appropriate.

Informing an appropriate person that you suspect bullying when you have genuine grounds will not result in disciplinary action against you and the bully will not be informed of your identity without your consent. Being found to have been aware of bullying without reporting it is a disciplinary offence.

OUTCOMES

All interviews will be conducted under Best Practice Guidelines, which includes all children being accompanied by a parent or responsible adult. A child is defined as being any person under the age of 18. The person who is alleged to be bullying will be asked to explain his or her behaviour and consider the consequences of it both to themselves and others. They may be asked to genuinely apologise. If possible the parties will be reconciled. Depending on the severity of the case suspension or exclusion of the bully(ies), might be necessary – the procedure followed will be as per the CSC procedure for dealing with handling complaints/disciplinary procedures. After the incident or incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. All incidents will be reported to the RYA Safeguarding & Equality Manager and kept on record to monitor any future reports.

