Dart Totnes Amateur Rowing Club Anti-Bullying Policy

Policy ratification date:

Policy review date:

Introduction

The Committee and Officers of Dart Totnes Amateur Rowing Club are committed to providing a welcoming, inclusive, and safe environment for all of our members, both adults and children.

The Club defines bullying as behaviour that is repeated, intends to hurt someone physically or emotionally and can include physical assault, social bullying such as teasing, threatening behaviour, name-calling and cyber-bullying.

Bullying of any kind is not tolerated at our club. We take a proactive approach to prevent bullying of anyone from occurring and will respond to all concerns and disclosures of bullying, prioritising the well-being of all children and adults at risk. We believe that in most cases, addressed early on, bullying can be effectively stopped and everyone can continue to enjoy rowing.

We strongly encourage all members to report incidents of bullying to the Club Welfare Team or a member of the Committee to enable us all to work together to address it.

Preventing bullying

- Our club makes this Anti-Bullying Statement easily available to all members and visitors
- Our introduction to new club members and visitors includes outlining our anti-bullying
- stance
- We raise awareness of the importance of challenging bullying in our club – this may be through anti-bullying posters and/or celebrating Anti-Bullying week in November
- All rowers and parents of junior rowers must adhere to and sign the Club's Code of Conduct upon joining
- A member who does not adhere to the Code of Conduct may be the subject of the club's disciplinary process and ultimately have sanctions applied, such as suspension or withdrawal of membership
- Our Club Welfare Team is responsible for raising awareness of our anti-bullying statement and following our procedures (see 'what to do if bullying occurs').

Our Club Welfare Team have a responsibility to:

- clearly communicate that bullying is not tolerated in the club;
- be a contact point for children and adults to speak to about bullying concerns and disclosures;
- talk to the child or adult to ask them what is happening and what they can do to help;
- if bullying is taking place, to follow the club's anti-bullying procedures;
- talk to the British Rowing Governance and Welfare Team if support is required.

What to do if bullying occurs

- Talk to a member of our Club Welfare Team (or a Club Committee member if a member of the Club Welfare Team is not available). We cannot promise to keep the bullying secret if we are concerned about someone's safety and well-being, but we will do our best to handle all concerns and disclosures sensitively, working with you to find practical solutions that keep everyone safe and enjoying rowing.
- For under 18s:

    1. A member of our Club Welfare Team will meet with the young person being bullied and their parents to agree how to address the bullying. We will make written notes after the meeting to summarise what has been said and agreed; these will be seen and signed by those present at the meeting.
    2. If the young person chooses to handle the bullying themselves, ideas for doing so will be discussed with the parents and young person unless there are concerns that this puts them or someone else at risk of (further) harm.
    3. If the young person being bullied agrees, or there is a concern that others may be at risk of harm, those bullying, and their parents will be asked to meet with a member of the Club Welfare Team. As in (1), notes after the meeting will be taken.
    4. If both parties agree, a meeting between the young person bullying and young person being bullied, their parents and a member of the Club Welfare Team, will be held to agree how to prevent further bullying and an agreement made and put in writing. This is likely to include informing the coach of decisions so that the coach can monitor the situation.
    5. Follow-up meetings will be scheduled (where feasible) to check in on everyone involved and ensure the bullying has ceased.
    6. If the bullying continues, our club may request the bully to leave the club, either temporarily or permanently.
    7. Where there is a concern that the young person bullying may be experiencing harm themselves, may be harming others outside of rowing, and/or the bullying is severe, our club will report the concerns to the British Rowing Governance and Welfare Team, who will work with us in line with the British Rowing Safeguarding and Protecting Children Policy.

- For over 18s where an adult has identified themselves as 'at risk':

    1. A member of our Club Welfare Team will meet with the adult being bullied (and their carer where there is one and the adult chooses for that person to be present) to agree how to address the bullying.
    2. Steps (2) to (6) above will be followed.
    3. Where there is a concern that either the bully is a person who may be at risk of harm themselves; or the bully may be (at risk of) harming others; or the bully is an adult at risk who agrees the issue can be reported so they can access support, our club will report the concerns to the British Rowing Governance and Welfare Team, who will work with us in line with the British Rowing Safeguarding and Protecting Adults at Risk Policy.

It is important to remember that the person bullying may be experiencing, or have experienced bullying, other harm, and/or challenging personal situations themselves. Our club works with the person bullying and the person being bullied, with the aim of ending the bullying where both parties can learn from the incident, become advocates for preventing and responding to bullying and continue to enjoy rowing. However, in some instances we recognise that the bullying may not be resolved and/or someone may continue to be at risk of bullying. Our zero-tolerance approach to bullying means that our club may ask someone who is bullying to leave the club temporarily or permanently.

If the person bullying is a coach or other adult in a position of trust:

- If the person bullying is a member of the Club Welfare Team, concerns should be reported to a Committee Member or directly to the British Rowing Governance and Welfare Team
- The British Rowing Governance and Welfare Team must always be informed
- Where applicable, the case will follow the British Rowing Disciplinary procedures
- The case may be referred to the Case Management Group and/or the police
- Where a coach or teacher is employed by an outside organisation, the British Rowing Governance and Welfare Team will also inform the person's employer.