

# FELPHAM SAILING CLUB

## Anti-Bullying Policy

May 2023

### 1. INTRODUCTION

- 1.1. It is the Policy of Felpham Sailing Club to safeguard children taking part in boating from physical, sexual and emotional harm. Felpham Sailing Club consider bullying of any kind unacceptable and understands that it can seriously impact the wellbeing of a child. A child is defined as being any person under the age of 18.
- 1.2. This document sets out what Felpham Sailing Club means by bullying, how you can recognise it and what to do about it if you think it might be happening at our club.

### 2. OBJECTIVES

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

### 3. WHAT DO WE MEAN BY BULLYING

- 3.1. **Bullying is behaviour that can make a person feel frightened, threatened, left out or hurt and it can happen face to face and online.** Something only needs to happen once to make an impact on a person's capacity to feel in control of themselves and make a person feel worried or scared to go to training or competition.
- 3.2. This behaviour can harm people physically or emotionally and although the actual behaviour may not be repeated, the threat may be sustained over time, typically by actions, looks, messages, confrontations, physical interventions, or the fear of these.
- 3.3. In some circumstances, the intent to bully may not be present (as some may not realise that their behaviour is wrong or is actually bullying). It must be noted that the impact and effect on the person being bullied will be no less severe because of this and that the focus 'on the person who is bullying' should look at the behaviour and the impact it has had.
- 3.4. **Bullying behaviour can include:**
  - Being called names, teased, put down or threatened face to face and/or online · Being hit, tripped, pushed or kicked.
  - Having belongings taken or damaged.
  - Being ignored, left out or having rumours spread about them (face to face and/or online) · Sending abusive messages, pictures or images on social media, online gaming platforms or phone.

- Behaviour which makes people feel like they are not in control of themselves or their lives · Being targeted because of who you are or who you are perceived to be (face to face and/or online)

### 3.5. Why is it important to Respond to Bullying?

- Bullying hurts and results in pain and distress. No one deserves to be bullied and everyone has the right to be treated with respect.
- Everyone involved in Boating has a responsibility to respond promptly and effectively to issues of bullying.
- Bullying takes place in the context of relationships. Promoting respectful relationships, repairing relationships where appropriate and ensuring we respond to all forms of prejudice will help create an environment where bullying cannot thrive.

## 4. SIGNS AND SYMPTOMS OF BULLYING

4.1. A child's behaviour may be indicative that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of being left alone with other children.
- Changes their usual routine.
- Suddenly doesn't wish to attend training or events.
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering.
- Has cuts or bruises that cannot adequately be explained.
- Attempts or threatens suicide.
- Attempts or threatens to run away.
- Cries themselves to sleep or has nightmares.
- Feels ill in the mornings.
- Begins to perform poorly without good reason.
- Comes home with clothes torn or belongings damaged.
- Has possessions suddenly start go missing.
- Asks for money or starts stealing money (e.g. to give to the bully)
- Continually 'loses' money.
- Become aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what is wrong.
- Gives improbable excuses or reasons for any of the above.

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

## 5. PROCEDURES

5.1. Felpham Sailing Club has drawn up its Code of Conduct based on guidance from the RYA. This Code of Conduct can be found displayed around the club, on the club's website and within the Club's Safeguarding Policy.

5.2. If anyone, either sailor or adult, suspects that bullying is taking place it is expected of them that they inform an appropriate person. This can be a RTC Principal, Club Officer, Instructor, Coach, Team Leader, or the Safeguarding Lead.

- 5.3. This person will then follow the procedure laid down in the Club's Safeguarding Policy Flowchart 1/Flowchart 2
- 5.4. 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.
- 5.5. Being found to know of bullying without reporting it is a disciplinary offence.

## **6. OUTCOMES**

- 6.1. All interviews will be conducted with all children being accompanied by a parent or responsible adult.
- 6.2. The child who is 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 children will be reconciled.
- 6.3. If incidents take place at sailing events hearings under Rule 2 or Rule 69 may take place.
- 6.4. Any member failing to comply with the Safeguarding Policy and Code of Conduct may be subject to disciplinary action under Club Rule 4.16. Depending on the severity of the case suspension or exclusion of the bully(ies), from events etc might be necessary.
- 6.5. After the incident or incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 6.6. All incidents will be reported to the Club's Safeguarding Lead and kept on record to monitor any future reports.

## **7. PREVENTION**

- 7.1. This Policy has been adopted by Felpham Sailing Club and is available to all as a reference via the club's website.

## **8. MONITORING AND REVIEW**

- 8.1. The Policy will be monitored by the club's Safeguarding Lead and Committee members.

**Ref: Felpham Sailing Club – Safeguarding and Child Protection Policy,**  
**Guidelines and Documents**

**(Document 5 – Club Code of Conduct)**

**FELPHAM SAILING CLUB Code of Conduct**

It is the policy of **FELPHAM SAILING CLUB** that all participants, coaches, instructors, officials, parents, and volunteers show respect and understanding for each other, treat everyone equally within the context of the sport and conduct themselves in a way that reflects the principles of the club. The aim is for all participants to enjoy their sport and to improve performance.

**Abusive language, swearing, intimidation, aggressive behaviour or lack of respect for others and their property will not be tolerated and may lead to disciplinary action.**

**Participants – young sailors, windsurfers, and power boaters**

- Listen to and accept what you are asked to do to improve your performance and keep you safe.
- Respect other participants, coaches, instructors, officials, and volunteers
- Abide by the rules and play fairly.
- Do your best at all times.
- Never bully others either in person, by phone, by text or online
- Take care of all property belonging to other participants, the club, or its members

**Parents**

- Support your child's involvement and help them enjoy their sport.
- Help your child to recognise good performance, not just results.
- Never force your child to take part in sport.
- Never punish or belittle a child for losing or making mistakes.
- Encourage and guide your child to accept responsibility for their own conduct and performance.
- Respect and support the coach.
- Accept officials' judgements and recognise good performance by all participants.

- Use established procedures where there is a genuine concern or dispute.
- Inform the club or event organisers of relevant medical information.
- Ensure that your child wears suitable clothing and has appropriate food and drink.
- Provide contact details and be available when required.
- Take responsibility for your child's safety and conduct in and around the clubhouse/event venue.

## **Coaches, Instructors, Officials and Volunteers**

- Consider the welfare and safety of participants before the development of performance.
- Encourage participants to value their performance and not just results.
- Promote fair play and never condone cheating.
- Ensure that all activities are appropriate to the age, ability and experience of those taking part.
- Build relationships based on mutual trust and respect.
- Work in an open environment.
- Avoid unnecessary physical contact with young people.
- Be an excellent role model and display consistently high standards of behaviour and appearance.
- Do not drink alcohol or smoke when working directly with young people.
- Communicate clearly with parents and participants.
- Be aware of any relevant medical information.
- Follow RYA and club guidelines and policies.
- Holders of RYA Instructor and Coach qualifications must also comply with the RYA Code of Conduct.
- Holders of RYA Race Official appointments must also comply with the RYA Race Officials Code of Conduct.

*If you are concerned that someone is not following the Code of Conduct, you should inform the club's **Safeguarding Officer or the person in charge of the activity.***