



ANTI-BULLING POLICY

YARE BOAT CLUB is committed to providing a welcoming, inclusive, and safe environment for all our members.

Bullying of any kind is not tolerated at our club.

1. What is Bullying?

Bullying defined as behaviour that is:

- repeated (often but not always)
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender, sexual orientation,
- disability, family situation, or anyone considered to be 'different'.

Bullying takes many forms and can include:

- physical assault
- social bullying such as teasing
- threatening behaviour
- name calling
- cyberbullying - bullying via social networking sites, chat rooms, or anywhere online with
- abusive comments, sharing images without consent, hacking, spreading malicious rumours or pressurising someone to do something they do not want to do.

2. Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. It may not be your role to investigate whether abuse and/or bullying are taking place, but everyone in British Rowing has a responsibility to respond promptly and effectively to issues of bullying.

In all cases we should act quickly so that the bullying behaviour, or threats of bullying, can be investigated and the bullying stopped.

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 members. 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 Officer or a member of the Committee to enable us all to work together to address it.

3. Preventing bullying

- Our club makes this Anti-Bullying Policy easily available to all members and visitors
- Our introduction to new club members and visitors includes outlining our anti-bullying stance
- 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 Officer is responsible for raising awareness of our anti-bullying statement and following our procedures (*see 'what to do if bullying occurs'*).
- **Our Club Welfare Officer has a responsibility to:**
 - clearly communicate that bullying is not tolerated in the club.
 - be a contact point for members to speak to about bullying concerns and disclosures.
 - 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.

4. What to do if bullying occurs

Talk to our Club Welfare Officer (or a Club Committee member if the CWO is not available). 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

1. Our Club Welfare Officer will meet with the member being bullied to agree how to address the bullying
2. Notes will be taken of the meeting
3. If both parties agree, a meeting between the person bullying and person being bullied and the Club Welfare Officer, will be held to agree how to prevent further bullying and an agreement made and put in writing.
4. Follow-up meetings will be scheduled to check in on everyone involved and ensure the bullying has ceased
5. If the bullying continues, the club has the right to ask the person displaying bullying behaviour to leave the club, either temporarily or permanently.