



BRITISHROWING

Anti-Bullying Policy

October 2020

TEAMWORK | OPEN TO ALL | COMMITMENT



1. Statement of Intent

British Rowing is committed to providing a caring, friendly, and safe environment for all its members so that they can participate in rowing in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable in rowing. Children, young people, and adults can all be targets for bullying and can carry out bullying.

All bullying should be taken seriously and investigated properly. If bullying does occur, all members should be able to tell someone and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell their Welfare Officer as soon as they have concerns.

British Rowing takes bullying seriously. Anyone involved in rowing should be assured that they will be supported when bullying is reported.

Very simply, bullying will not be tolerated.

2. What is Bullying?

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- repeated
- 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.

Bullying is not the same as banter:

Banter can be a mutually enjoyable ice breaker or release from stress in the sporting context. Unfortunately, the term 'banter' is sometimes used as an excuse for socially unacceptable behaviour and language, and bullying.



We should all recognise that, just because a person does not intend their comments or behaviours to be seen as bullying, it does not mean they cannot be received as that.

3. 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.

4. Objectives of this Policy

All members, rowers, coaches, volunteers, and parents of junior rowers should have an understanding of what bullying is.

All members, rowers, parents of junior rowers, coaches and volunteers should know British Rowing's approach to bullying and should be aware of their club's policy and follow it when bullying is reported.

5. Procedures

All reports of bullying along with supporting evidence, whether it concerns a junior or an adult, should be passed to the Club Welfare Officer (CWO).

Where bullying concerns children or adults at risk, the CWO should follow safeguarding procedures.

Where bullying is between adults, this is a breach of Code of Conduct and should be addressed in line with the Club or Events' own disciplinary and grievance procedures.

If the bullying involves a member of British Rowing's staff, then a grievance should be raised with British Rowing.

In cases of serious bullying and you are concerned that someone is threatened with violence or harm then you should contact the police.

Advice for CWOs and clubs on how to proceed in serious bullying cases may be sought from British Rowing by emailing governance@britishrowing.org



6. Recommended Club Action

Usually, an informal attempt may be made to help the bully/bullies change their behaviour, which could involve mediation.

If the informal route, including mediation fails or is inappropriate under the circumstances and the bullying continues, the club's usual procedure on receiving a complaint, including, where appropriate, its disciplinary procedure, should be followed.

If the situation cannot be resolved within the club, then matters should be referred to the Regional Council.

7. Prevention

All clubs should have an anti-bullying policy; refer to the Appendix for a model statement clubs may wish to use.

All club members, rowers and parents of junior rowers should sign the club's code of conduct on an annual basis. The Code of Conduct should include reference to bullying.

The Club Welfare Officer will raise awareness about bullying, why it matters and may be the first point of reference in a case of bullying between adults as well as children. They should be aware of the proper route to follow given the nature of the bullying.

8. Further Information

Further help and guidance can be obtained from the following:

British Rowing Governance and Welfare Team

governance@britishrowing.org

- Ann Craft Trust www.anncrafttrust.org
- Bullying Online www.bullying.co.uk
- Children's Legal Centre 0845 345 4345
- The Cybersmile Foundation 0845 688 7277 www.cybersmile.org
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204 www.kidscape.org.uk
- National Bullying Helpline www.nationalbullyinghelpline.co.uk
- Parentline Plus 0808 800 2222
- Youth Access 020 8772 9900

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Appendix

British Rowing Model Anti-Bullying Statement for Rowing Clubs

The Committee and Officers of [club name] are committed to providing a welcoming, inclusive, and safe environment for all of our members, both adults and children.

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 Officer 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 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 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 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 our Club Welfare Officer (or a Club Committee member if the CWO 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. Our Club Welfare Officer 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 the Club Welfare Officer. 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 Club Welfare Officer, 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. Our Club Welfare Officer 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 the Club Welfare Officer, 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.