

NCC/ABP/001

Norwich Canoe Club - Anti-Bullying Policy February 2017

Norwich Canoe Club is committed to providing a caring, friendly and safe environment for all of our members so they can participate in our sport in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in sport and has no place in Norwich Canoe Club where there is expectation that everyone will be treated with dignity and respect. This policy doesn't just apply to juniors.

If bullying does occur, all members, paddlers or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING organisation. This means that anyone who knows that bullying is happening is expected to tell a club welfare officer or any committee member.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can include:

- Physical pushing, kicking, hitting, punching or any use of violence and theft
- Verbal name calling, constant teasing, sarcasm, racial or homophobic taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Emotional tormenting, ridiculing, humiliating and ignoring
- Cyber All areas of internet, such as email, social media and internet chat room misuse. Mobile phone threats by text message, calls, photos and video.
- Repeated belittling.
- Repeated verbal abuse by a group on an individual.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Paddlers who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

It is important to recognise that groups of juniors can "gang" up on weaker individuals and that is wholly unacceptable.

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Objectives of this Policy relating to juniors

All committee members, coaches, volunteers and parents and members should have an understanding of what bullying is and follow the club policy. As an organisation we take bullying seriously. Junior members and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or possessions damaged or missing
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- is bullying other children or siblings
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- stops eating
- runs away or attempts or threatens suicide

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

Procedures

1. Report bullying incidents to our Club Welfare Officers or a member of the committee.
2. In cases of serious bullying, the incidents should be referred to British Canoeing for advice or contact one of the organisations listed below.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

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Recommended Action

If the club decides it is appropriate to deal with the situation we should follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails or is not appropriate, a panel should meet with the parents/ carers and child alleging bullying to obtain exact details of the allegation. The panel should comprise of the Club Chair, one of the Club Welfare Officers and one other committee member. Minutes should be taken for clarity; these must be agreed and signed as a true account.
3. The same panel should meet with the alleged bully or bullies and their parents/ carers to put the allegation to them. They will be asked to answer and give their account of the events. Minutes should be taken for clarity; these must be agreed and signed as a true account.
4. If bullying has, in the panel's view, taken place the person should be warned and put on notice of further action i.e. temporary or permanent suspension should the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases the parent/ carer of the bully or victim of bullying can be asked to be present at the Club with the young person each time they attend, if appropriate.
6. The Club committee should monitor the situation for a given period to ensure the bullying is not continuing.
7. All coaches/ instructors and volunteers involved with both parties should be made aware of the concerns and sanctions.

In the case of adults alleged to be bullying:

- The Club Welfare Officer will follow NCC Children Policies and Procedures.
- British Canoeing can provide advice on action to be taken.

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KIDSCAPE Anti-Bullying Helpline for Parents	0845 1205 204
Family Lives	0808 800 2222
NSPCC 24 hour help line	0808 800 5000

Signed by the NCC Community Coach.....Date

Tim Scott

Signed Chairperson.....Date

Kerry Duff

Review Date February 2020