



RYA British Youth Sailing Anti-Bullying Policy

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INTRODUCTION

- 1.1. It is the Policy of the RYA to safeguard children taking part in boating from physical, sexual and emotional harm. The RYA considers bullying of any kind unacceptable within youth race training and racing activities under its direct remit and control. A child is defined as being any person under the age of 18.
- 1.2. This document sets out what the RYA means by bullying, how you can recognise it and what to do about it if you think it might be happening.

2. OBJECTIVES

- 2.1. The objective of this Policy is to prevent bullying occurring, however, in the event that 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 IS BULLYING

- 3.1. **Bullying is the use of aggression with the intention of hurting another person, whether on social media** by text, in person, by phone or on-line or by any other means.
The three key bullying behaviours are:
 - 3.1.1. It does not just happen once; it is ongoing over time.
 - 3.1.2. It is deliberate and intentional - it is not accidentally hurting someone.
 - 3.1.3. It is unfair/there is an unequal power balance (imbalance of power). The person/people doing the bullying is/are stronger, or there are more of them or they have 'influence' (higher status or power).
- 3.2. **Bullying can be:**
 - Emotional being unfriendly, excluding, tormenting (e.g. hiding possessions gear or equipment, threatening gestures.)
 - Physical pushing, kicking, hitting, punching or any use of violence.
 - Racist racial taunts, graffiti, gestures.
 - Sexual unwanted physical contact or sexually abusive comments.
 - Homophobic because of, or focussing on the issue of sexuality.
 - Verbal name-calling, sarcasm, spreading rumours, teasing.
- 3.3. **Why is it important to respond to Bullying?**
 - 3.3.1. Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect.
 - 3.3.2. Bullying is often a call for help by the person showing bullying behaviours. They need help both to learn different ways of behaving and to understand the reason that it is unacceptable. It is often symptomatic of other issues which they may need help with. Therefore promptly informing an appropriate person about these behaviours helps everyone.

4. SIGNS AND SYMPTOMS OF BULLYING

- 4.1. A child's behaviour may offer indications or signs that he or she is 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 a cut or bruises that can not 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. 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 House Parent, Coach, RYA Manager, the relevant class Child Safeguarding Officer or the RYA Child Safeguarding & Equality Manager.
- 5.2. This person will then follow the procedure laid down in the RYA Child Safeguarding Policy and Guidelines.
- 5.3. 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.
- 5.4. Being found to have been aware of bullying without reporting it is a disciplinary offence.

6. OUTCOMES

- 6.1. All interviews will be conducted under Best Practice Guidelines, which includes all children being accompanied by a parent or responsible adult.
- 6.2. The child who is alleged to be 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. Depending on the severity of the case suspension or exclusion of the bully(ies), from events and/or squads, might be necessary – the procedure followed will be as per the RYA Racing Disciplinary Policy.
- 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 RYA Safeguarding & Equality Manager and kept on record to monitor any future reports.

7. PREVENTION

- 7.1. This Policy has been adopted and ratified by RYA Youth Racing Committee and is available to all as a reference via the website, and RYA recognised, supported and pathway classes are encouraged to endorse the policy and publish on their web-sites.
- 7.2. The RYA will encourage coaches and participants to familiarise themselves with the policy, and refer to it within the relevant contracts and guidelines.

8. MONITORING AND REVIEW

- 8.1. The Policy will be monitored by the RYA Youth Racing Manager, the RYA Safeguarding Steering Group and the RYA Safeguarding & Equality Manager.

8.2. The Policy will be reviewed regularly by the RYA with the support of the YRC and in consultation with the RYA Safeguarding & Equality Manager and appropriate RYA Youth Managers.