

Dereham Canoe Group Anti Bullying Policy

This Policy shall be applied consistently in relation to all club volunteers and participants, regardless of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity status, race, religion or belief, sex, or sexual orientation.



Statement of Intent

Dereham Canoe Group is committed to providing a caring, friendly and safe environment for all of its members so they can paddle in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all paddlers or parents should be able to know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell their Welfare Officer or any committee member.

We aim to create a positive culture in which bullying behaviours are less likely to occur, as well as explaining what to do if it happens.

What Is Bullying?

- Bullying is behaviour by an individual or group that is offensive, intimidating, malicious or insulting including an abuse or misuse of power; that undermines, humiliates, excludes, or causes physical, emotional or psychological harm to someone. Power in this context does not always mean being in a position of authority, but can include personal strength and the power to coerce through fear or intimidation.
- Bullying can take the form of physical, verbal or non-verbal conduct. It may be a pattern of behaviour or a one-off incident, and can be deliberate (typically) or inadvertent. Bullying can happen face-to-face, on social media, or via written or oral communications.
- Bullying can be adult on adult, adult on child and child on child.
- Physical Bullying - This is behaviour such as pushing, kicking, hitting, slapping, punching, tripping, spitting or any other use of violence.
- Verbal Bullying - This is behaviour such as name calling, constant teasing, sarcasm, racial or homophobic taunts, targeted graffiti, targeted gestures. Sexual Bullying - Can be unwanted physical contact of a sexual nature, intentionally bumping into, grabbing, stroking, pinching private areas etc. or sexually abusive or inappropriately suggestive comments. In addition, the use of sexual material (texts, pictures, video, voice messaging,) involving the person in order to humiliate them, this could be classed as “revenge porn” which is a crime.

(Any bullying of a sexual nature aimed at children under 18 years of age would be considered child sexual abuse and would be treated as such in line with the Dereham Canoe Group/British Canoeing Safeguarding Children Policy.)

- Emotional Bullying - Things like tormenting, ridiculing, intentionally leaving someone out or persuading others to do so, public and/or private humiliation, gaslighting, the use of negative gossip.
- Cyber Bullying – Includes bullying that occurs on all areas of internet, such as email, social media and internet chat rooms, private messaging and forum messaging boards. Cyber bullying also includes the use of mobile phone e.g. text messages, calls, photos and video.

Why is it Important to Respond to Bullying?

Bullying can cause long term psychological harm. No one deserves to be a victim of bullying and everyone has the right to be treated with respect and dignity at all times. Paddlers who are experiencing bullying have the right to be protected and those engaging in bullying behaviour need to be stopped from these behaviours as well as being educated as to how to behave in the future.

What to do if Bullying occurs

Reporting Process

- Report bullying incidents to the relevant person in your organisation (Club Welfare Officer or Deputy or a member of the club committee) as soon as you become aware of the issue.
- Parents/carers of children who are being bullied should be informed of the issues.

If necessary and appropriate, police or other statutory agencies should be consulted.

Once we become aware of a bullying report/referral, we will ensure:

- That the bullying behaviour or threats of bullying are properly investigated and the bullying stopped quickly.
- That where appropriate, attempts will be made to support the bully/bullies to understand the impact of their behaviour, and be supported to change their behaviour.
- That incident or allegations of bullying are managed promptly and independently following their own policies and procedures.

If appropriate and proportionate to the behaviour being presented, this might include informal action such as reconciliation and mediation meetings and apologies.

If we cannot manage an incident or report of bullying, or those involved feel the issue is not resolved sufficiently, then British Canoeing's Safeguarding Team can be contacted for advice, guidance and support. If the concern is in relation to children or young people being the recipient of bullying from an adult, the club will inform British Canoeing's Safeguarding team, in line with the British Canoeing Safeguarding Children Policy.

Prevention

The club has adopted all British Canoeing Safeguarding Policies and procedures. This includes codes of conduct for all members and this anti-bullying policy.

All members will sign to accept the club policies upon joining the club.

The Welfare Officer will raise awareness of bullying within the club. If issues of bullying arise then they will consider meeting with the paddlers to discuss the issue openly and constructively.

Support and Help

- British Canoeing Safeguarding Team Tel: 0115 8655354, Email: safeguarding@britishcanoeing.org.uk
- Family Lives 0808 800 2222
- NSPCC 24 hour help line 0808 800 5000
- Bullying Online www.bullying.co.uk
- 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

Date Policy Agreed: March 2024

Who to contact in Dereham Canoe Group: Welfare Officer/Deputy Welfare Officer

welfare@derehamcanoegroup.co.uk

Dereham Canoe Group is affiliated to British Canoeing, and this policy is in line with national guidance. British Canoeing Safeguarding Team can be contacted:

safeguarding@britishcanoeing.org.uk; 0115 8655354
