



British Water Ski & Wakeboard Anti-Bullying Policy

Statement of Intent

British Water Ski & Wakeboard (BWSW) is committed to providing a caring, friendly and safe environment for all our members so they can water ski and wakeboard in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at _____ (Club / Organisation). If bullying does occur, all members should be able to tell and know that incidents will be dealt with promptly and effectively. We are an informing Club - this means that anyone who knows that bullying is happening is expected to inform the Club Welfare Officer (CWO).

What is Bullying?

Bullying is anything done with the intention of hurting, intimidating, frightening or upsetting another person usually repeated over a period of time usually from one young person to another.

Bullying can include:

- Physical e.g. hitting, kicking, pinching, scratching, spitting or any form of physical attack
- Verbal e.g. offensive name calling, insults, racist remarks, sexist or homophobic jokes, teasing, threats, using sexually suggestive or abusive language
- Sexual e.g. abusive sexualised name calling, inappropriate and uninvited touching, inappropriate sexual innuendo and/or proposition
- Indirect e.g. spreading nasty stories/rumours about someone, intimidation, exclusion from social groups
- Cyberbullying e.g. sending hurtful messages or using videos and images to humiliate, leaving malicious voicemails, a series of silent calls, writing hurtful comments on social networking sites

The competitive nature of sport makes it the ideal environment for the bully. The bully in Water skiing can be:

- A parent who pushes too hard
- A coach who adopts a 'win-at-all-costs' philosophy
- A participant who intimidates inappropriately
- A club official who places unfair pressure on a person
- A spectator who shouts abuse

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
- People who are bullying need to learn different ways of behaving

_____ (Club / Organisation) has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy:

- All committee members, Coaches/Instructors, Officials, volunteers, parents, and young people should have an understanding of what bullying is
- All committee members, Coaches/Instructors, Officials and volunteers should know what the Club policy is on bullying; and follow it when bullying is reported
- All parents and young people should know what the Club policy is on bullying; and what they should do if bullying occurs



British Water Ski & Wakeboard Anti-Bullying Policy

- As a Club we take bullying seriously. Parents and young people should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Indicators of Bullying

The damage inflicted by bullying can be frequently underestimated. It can cause considerable distress to young people, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm). There are a number of signs that may indicate that a young person or vulnerable adult is being bullied:

- Behavioural changes such as reduced concentration and/or becoming withdrawn, clingy, depressed, tearful, emotionally up and down, reluctant to go to school, training or sports club;
- A drop off in performance in school or standard in sport
- Physical signs such as stomach aches, headaches, difficulty in sleeping, bed-wetting, scratching and bruising, damaged clothes and bingeing for example of food, cigarettes and alcohol
- A shortage of money or frequent loss of possessions

Procedures

1. Report bullying incidents to the CWO
2. The CWO will follow the BWSW 'Ski Safe' Safeguarding Policy & Procedures reporting procedures
3. In cases of serious bullying, the incidents will be referred to BWSW
4. The bullying behaviour or threats of bullying must be investigated and stopped as quickly as possible
5. Parents/carers should be informed and will be asked to attend a meeting to discuss the problem
6. If necessary and appropriate, the police will be consulted
7. Attempts will be made to help the bully/ies change their behaviour
8. If mediation fails and the bullying is seen to continue, _____ (Club / Organisation) will initiate disciplinary action under the Club constitution

Recommended Club Action

If the Club decides it is appropriate for them to deal with the situation they 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, the Club Welfare Officer (CWO) 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 and their parents/carers to put the allegation to them. They will be asked to answer and give their account of the allegation. 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.



British Water Ski & Wakeboard Anti-Bullying Policy

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 (CWO) will follow the BWSW 'Ski Safe' Safeguarding Policy and Procedures reporting procedures
- BWSW should always be informed and will provide advice on action to be taken
- BWSW will treat the allegation as a Child Protection concern

Prevention

- As a BWSW affiliated Club _____ (Club / Organisation) is obliged to adopt the BWSW Safeguarding Policy and Procedures. This includes codes of conduct for all members and an anti-bullying policy
- All members will sign to accept the Club's Safeguarding Policy upon joining their Club (it will be part of the Club's constitution)
- The Club Welfare Officer (CWO) will raise the awareness of bullying within the Club. If issues of bullying arise in the Club they will consider meeting with the members, especially the junior members, to discuss the issue openly and constructively