

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 and will not be tolerated at _____ (Club / Organisation). All incidents of bullying will be taken seriously and investigated. 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 towards children, young people or adults.

Bullying can include:

- Physical e.g. hitting, kicking, pinching, scratching, spitting or any form of physical attack
- Verbal e.g. offensive remarks, often in relation to race, religion, gender, sexual orientation, disability or anyone considered 'different' usually involving teasing, threats 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. an attack or abuse using technology which is intended to cause harm or distress to another person harm. This can be most likely be done through social media sites or chat rooms e.g. sharing information or pictures without consent, stalking, grooming, hacking, spreading malicious rumours or sending/posting abusive comments.
- '*Banter*' can be a way of having fun with others in the sport. However, this can sometimes be used as an excuse for bullying. Although the elements of bullying are intentional, hurtful, repetitive and an imbalance of power and banter does not constitute to all these elements, it does not make it acceptable. All offensive, violent and abusive language and behaviour is always unacceptable.

The competitive nature of sport makes people vulnerable to bullying. A 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



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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

It may not be your job to dictate/investigate whether bullying has taken place, but it is everyone at BWSW responsibility to report any concerns. _____ (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 understand 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
- As a Club we take bullying seriously. Parents and young people should be assured that they will be supported when bullying is reported

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 several 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.
- Reluctant to change clothes or shower in changing rooms.
- A drop off in performance in school or standard in sport or lack of interest talking about 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.
- Starting to bully other siblings or friends. You may see this response to someone who is being bullied to try and gain control and power over someone else.
- Lost or damaged equipment, particularly if you notice an increase in frequency.

If you notice one or more of these signs, it does not necessarily mean the athlete is being bullied, however these signs should not be disregarded. Ensure they are being monitored and talk with your athlete using open-ended questions and listen with empathy.

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Procedures for dealing with Bullying

1. Report all bullying incidents to the CWO
2. The CWO will follow the BWSW Safeguarding Policy and reporting procedures.
3. If the incident involves the CWO, report concerns directly to BWSW Safeguarding Lead.
4. In cases of serious bullying, incidents will be referred to the BWSW Safeguarding Lead.
5. The bullying behaviours/threats of bullying must be investigated and stopped as quickly as possible.
6. Parents/carers should be informed and may be asked to attend a meeting to discuss the problem.
7. If necessary and appropriate, the police will be consulted.
8. Attempts will be made to help the bully/ies change their behaviour.
9. If mediation fails and the bullying is seen to continue, _____ (Club / Organisation) will initiate disciplinary action under the Club Constitution.
10. BWSW will treat the allegation as a Child Protection concern

Recommended Club Action

If it is deemed appropriate for the Club to deal with the situation directly, they should follow the procedure outlined below;

1. The CWO should meet with the young person being bullied and parents to discuss the exact details of the allegation and how to address the situation.
2. If the young person being bullied agrees and others are at risk of harm, a meeting should be organised by committee/CWO with both parents of the young persons involved to discuss an agreement to prevent any further bullying. Minutes should be taken for clarity which must be agreed and signed.
3. Follow ups should be scheduled to ensure the agreement is being met.
4. If the bullying continues, further action will be taken by either a temporary or permanent suspension.
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. 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 CWO will follow the BWSW Safeguarding Policy and reporting procedures
- BWSW Safeguarding Lead should always be informed and will provide advice on action to be taken by the CWO.

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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 .
- The 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.

If the person bullying is a coach or other adult in a position of trust.

- If the person bullying is the CWO, this will be reported to another CWO or to BWSW Safeguarding Lead.
- The BWSW Safeguarding Lead must always be informed
- Where applicable, the case will follow the BWSW safeguarding policy and reporting procedures.
- The case may be referred to the Case Management Group and/or the Police

Further Information

Further advice or guidance on these matters can be found;

BWSW Safeguarding Lead	sarah@bwsf.co.uk mobile 07919 131671
CPSU (Child Protection in Sport Unit)	www.thecpsu.org.uk
Ann Craft Trust	www.annecrafttrust.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