



Maldon Canoe Club



ANTI BULLYING POLICY

Bullying of any kind is unacceptable. If bullying does occur, all paddlers or parents should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the 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.

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.

Objectives of this Policy

- All committee members, coaches, volunteers, and parents should understand what bullying is.
- All committee members, coaches, volunteers should know what the club policy is on bullying and follow it when bullying is reported.
- All paddlers and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- As an organisation we take bullying seriously. Paddlers and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures

1. Report bullying incidents to your Club Welfare Officer or a member of the committee.
2. In cases of serious bullying, the incidents should be referred to British Canoeing for advice.
3. Members/Parents should be informed and will be asked to attend a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.



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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.

Recommended Action (for Child-on-Child Bullying)

If the club decides it is appropriate for us to deal with the situation, we will 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 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 as decided by the committee, this may include but is not limited to temporary suspension or being asked to leave the club. 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 will monitor the situation for a given period to ensure the bullying is not continuing.
7. All coaches/instructors/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 British Canoeing Safeguarding Children Policies and Procedures.
- British Canoeing should always be informed and will provide advice on action to be taken.
- British Canoeing will treat the allegation as a Child Protection concern.

Prevention

- The Club will adopt British Canoeing's Safeguarding Children Policy and Procedures. This includes codes of conduct for all members.
- The Club 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.



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Declaration of Intent:

MCC hereby declares that this policy is adopted by the members and committee of MCC and will implement this policy into MCC environment:

Reviewed by: Steve Hunter (Chairperson)

Judy Podd (Secretary)

Reviewed on: March 2025

Next review due: March 2026