



## **Behaviour /Anti-Bullying Policy**

### **1. Statement of Intent**

Warrington Youth Rowing (including Mersey Youth Rowing and Northwich Youth Rowing) are committed to providing a caring, friendly and safe environment for all involved in our programmes so that they can participate in rowing in a relaxed and secure atmosphere.

We do not wish to impose rules of conduct, however, certain standards of behaviour are required. We prefer that this is done on a voluntary basis, however if necessary, we will take action towards any individual whose behaviour is unacceptable.

#### **It is the responsibility of each adult to ensure that:**

- everyone is treated equally;
- their behaviour is appropriate at all times;
- they observe the rules established for the safety and security of pupils;
- they recognise the position of trust in which they have been placed;
- in every respect, the relationships they form with the pupils are appropriate;
- the welfare of the pupils for whom they have a duty of care is safeguarded;
- they avoid compromising situations or opportunities for misunderstandings or allegations.

### **2. Code of behaviour**

#### **You must:**

- put this code into practice at all times;
- treat everyone with dignity and respect;
- set an example you would wish others to follow;
- treat all young people equally - show no favouritism;
- plan activities that involve more than one other person being present, or at least are within sight and hearing of others;
- respect the right to personal privacy of a pupil;

- avoid unacceptable situations within a relationship of trust,
- allow pupils to talk about any concerns they may have;
- encourage others to challenge any attitudes or behaviours they do not like;
- avoid being drawn into inappropriate attention seeking behaviour, e.g. tantrums and crushes;
- remember this code even at sensitive moments, e.g. when responding to bullying, bereavement or abuse;
- remember someone else might misinterpret your actions, no matter how well-intentioned;
- take any allegations or concerns of abuse seriously and refer immediately.

**You must not:**

- trivialise abuse;
- form a relationship with a pupil, that is an abuse of trust;
- permit abusive peer activities, e.g. initiation ceremonies, bullying;
- engage in inappropriate behaviour or contact - physical, verbal, sexual;
- play physical contact games with pupils;
- make suggestive remarks or threats to a young person, even in fun;
- use inappropriate language
- let allegations, suspicions, or concerns about abuse go unreported;
- just rely on your good name to protect you.

ANY REPORTS OF INAPPROPRIATE BEHAVIOUR WILL BE INVESTIGATED AND, IF DEEMED NECESSARY, ACTION WILL BE TAKEN.

### **3. Physical Contact**

We want to ensure that everyone involved in our Rowing scheme has the best experience possible, but at the same time, we want to ensure that everyone is safe. Coaches should keep in mind the following tips in relation to physical contact.

We recognise that physical contact between a pupil and an adult may be required.

It is important to recognise that some participants may be known to Children's Services who are managing concerns about them within or outside the home. Not everyone is used to, or, is comfortable with any type of touching be it friendly or otherwise. Some people are uncomfortable about being touched due to culture, previous experiences or for other reasons. We need to be aware that touching may cause discomfort or embarrassment, and we need to show consideration.

In rowing, there may be times where a coach may wish to assist someone to understand a move in order to improve their performance. There may be other instances when we may need to touch, for example in order to carry out a task. Unless in an emergency, permission for touch should always be sought first – this is basic coaching good practice. Any contact should be led by the pupil and not the adult.

All touching should be done for a positive reason. As a responsible adult, you should only use physical contact if its aim is to:

- Develop sports skills or techniques;
- Treat an injury;
- Prevent an injury or accident from occurring;
- Meet the requirements of the sport.

You should seek to explain the reason for the physical contact to the pupil i.e. reinforcing the teaching or coaching skill. Physical contact should always be intended to meet the pupils need NOT the adults.

The following guidelines should be adhered to:

If a pupil becomes injured during a coaching session and the injury requires them to be carried to a place of treatment, always seek support from the accompanying teacher or another adult before moving them (unless the pupil is unsafe). Any first aid administered should be in the presence of another adult or in open view of others.

- If the pupil seems uncomfortable in any way with the physical contact, stop immediately;
- If the pupil you are working with is visually impaired, you should tell them who you are and ask their permission before you come into physical contact with them;
- Where physical contact is for motivational or celebratory reasons, agree with the pupil, teachers or other appropriate adults that to praise good performance with a 'high five' or similar action will be used.

Never help pupils dress, for example, to put on protective clothing, helmets, or clothing unless they request this and genuinely require assistance.

## **4. Bullying**

**Bullying of any kind is unacceptable.**

If bullying does occur, any participant should be able to tell someone and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to report this as soon as they have concerns.

### **What is Bullying?**

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- Repeated;
- intended to hurt someone either physically or emotionally often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation;
- peer on peer.

It takes many forms and can include:

- physical assault;
- teasing;
- making threats;
- name calling;
- cyberbullying - bullying via mobile phone or online.

### **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.

All participants in our scheme should have an understanding of what bullying is, should know what the policy is on bullying, and follow it when bullying is reported.

We take bullying seriously. Anyone involved should be assured that they will be supported when bullying is reported.

Very simply, bullying will NOT be tolerated.

### **5. Procedures**

Report bullying incidents or any inappropriate behaviour to any Trustee, coach, teacher or an adult you can trust.

The bullying behaviour, or threats of bullying must be investigated and the bullying stopped quickly. Usually, an attempt will be made to help the bully/bullies change their behaviour.

If mediation fails or is inappropriate under the circumstances and the bullying continues further action will be taken.

If necessary and appropriate, police will be consulted.

### **6. Outcomes**

The bully (bullies) may be asked to apologise.

If possible, the people concerned will be reconciled.

In serious cases exclusion will be considered.

Monitoring should be put in place to ensure repeated bullying does not take place.

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