



RYA British Youth Sailing Anti-Bullying Policy

Version Details:	
Programme:	RYA British Youth Sailing (BYS)
Version:	2.5 September 2022
Element Name:	RYA British Youth Sailing Anti-Bullying Policy
Author:	Roger Wilson revisions Mark Nicholls
Authorisation:	Ian Walker
Authorisation Date:	September 2022

1. INTRODUCTION

- 1.1. It is the Policy of the RYA to safeguard children taking part in boating from physical, sexual and emotional harm. The RYA considers bullying of any kind unacceptable within youth race training and racing activities under its direct remit and control. A child is defined as being any person under the age of 18.
- 1.2. This document sets out what the RYA means by bullying, how you can recognise it and what to do about it if you think it might be happening.
- 1.3. This policy applies to anyone employed by, engaged under a contract for services to, or volunteering directly for the RYA's British Youth Sailing programmes, which also includes sailors, coaches, support persons and support staff.
- 1.4. BYS reserves the right to amend the policy and procedure as necessary to meet any change in requirements or legislation.

2. OBJECTIVES

- 2.1. The objective of this Policy is to provide a mechanism where a bullying accusation can be quickly brought to the attention of nominated individuals who can investigate the situation and work with both the victim and the alleged bully to resolve the problem.

3. WHAT IS BULLYING

- 3.1. Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.
The three key bullying behaviours are:
 - 3.1.1. It does not just happen once; it is ongoing over time.
 - 3.1.2. It is deliberate and intentional - it is not accidentally hurting someone.
 - 3.1.3. It is unfair/there is an unequal power balance (imbalance of power). The person/people doing the bullying is/are stronger, or there are more of them or they have 'influence' (higher status or power).
- 3.2. Banter is the shared joking and teasing between friends, who each have equal power and are each giving and taking a fair share of the teasing. Banter could become bullying when there is an imbalance of power, or when one person is receiving more of the teasing than anyone else.
If someone seems to get teased more than others, or is the repeated target of a joke, then it's not really banter anymore. That person is being singled out and is not giving back a fair share of the teasing in order to class it as banter.
Banter should be between people equal in power and should also be equal in terms of give and take. Anything other than this and we could be verging onto bullying.
- 3.3. **Bullying can be:**
 - Emotional being unfriendly, excluding, tormenting (e.g. hiding possessions gear or equipment, threatening gestures.)
 - Physical pushing, kicking, hitting, punching or any use of violence.
 - Hateful focussing on race, faith, sexuality, gender identity, appearance, or disability. (e.g., slurs, impressions, graffiti)
 - Sexual unwanted physical contact or sexually abusive comments.
 - Online/Cyber posting on social media, sharing photos, sending nasty text messages, social exclusion
 - Verbal name-calling, sarcasm, spreading rumours, teasing.
- 3.4. **Why is it important to respond to Bullying?**
 - 3.4.1. Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect.
 - 3.4.2. Bullying is often a call for help by the person showing bullying behaviours. They need help both to learn different ways of behaving and to understand the reason

that it is unacceptable. It is often symptomatic of other issues which they may need help with. Therefore promptly informing an appropriate person about these behaviours helps everyone.

4. SIGNS AND SYMPTOMS OF BULLYING

4.1. A victim's behaviour may offer indications or signs that they are being bullied.

Everyone should be aware of these possible signs and that they should investigate or report if someone:

- Is frightened of being left alone with others.
- Changes their usual routine.
- Suddenly doesn't wish to attend training or events.
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering.
- Has a cut or bruises that cannot adequately be explained.
- Attempts or threatens suicide and/or self-harm.
- Attempts or threatens to run away.
- Cries themselves to sleep or has nightmares.
- Feels ill in the mornings.
- Begins to perform poorly without good reason.
- Comes home with clothes torn or belongings damaged.
- Has possessions suddenly start go missing.
- Asks for money or starts stealing money (e.g. to give to the bully)
- Continually 'loses' money.
- Become aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what is wrong.
- Gives improbable excuses or reasons for any of the above.

4.2 These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

5. PROCEDURES

If anyone suspects that bullying is taking place it is expected of them that they inform the appropriate person. The process for reporting such cases are laid out in the RYA Racing Programmes Grievance Policy which can be found on the BYS section of the RYA Website [here](#).

6. TIMESCALE

6.1 Where it is not possible to comply with the time limits stated below the complainant will be informed of the reason why and given a revised timescale.

6.2 If it is not practical to hold meetings in person, an alternative means such as a Virtual meeting may be used to avoid delay.

6.3 The manager dealing with the complaint will aim to complete the procedure within 21 days of the written complaint being received.

7. OUTCOMES

7.1. All interviews will be conducted under Best Practice Guidelines, which includes all involved children being accompanied by a parent or responsible adult.

7.2. The person who is alleged to be bullying will be asked to explain their behaviour and consider the consequences of it both to themselves and others. They may be asked to genuinely apologise. If possible, the parties will be reconciled.

7.3. If incidents take place at sailing events hearings under Rule 2 or Rule 69 may take place.

- 7.4. Depending on the severity of the case suspension or exclusion of the bully(ies), from events, training groups and/or squads, might be necessary – the procedure followed will be as per the [RYA Racing Disciplinary Policy](#).
- 7.5. After the incident or incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 7.6. All incidents will be reported to the RYA Safeguarding Team and kept on record to monitor any future reports.

8. PREVENTION

- 8.1. This Policy has been adopted and ratified by RYA Youth Racing Committee and is available to all as a reference via the website, and RYA recognised, supported and pathway classes are encouraged to endorse the policy and publish on their websites.
- 8.2. The RYA will encourage coaches and participants to familiarise themselves with the policy and refer to it within the relevant contracts and guidelines.

9. MONITORING AND REVIEW

- 9.1. The Policy will be monitored by the RYA Youth Racing Manager, the RYA Safeguarding Steering Group and the RYA Safeguarding & Equality Manager.
- 9.2. The Policy will be reviewed regularly by the RYA with the support of the YRC (Youth Racing Committee) and in consultation with the RYA Safeguarding & Equality Manager and appropriate RYA Manager.

Document Data:

Version and Amendment History:			
No.	Date Author	Pages	Remarks
1.0	14 Sept 2006 Roger Wilson	1 A4	Initial Draft
1.1	20 Sept 2006 Roger Wilson	2 A4	Incorporating comments from Working Party
1.2	26 Sept 2006 Duncan Truswell	2 A4	Incorporating minor RYA Staff improvements in wording
1.3	8 October 2006 Roger Wilson	3 A4	Incorporating RYA CPC improvements
2.1.	Duncan Truswell March 2011	4 A4	Minor amendments to wording and references to disciplinary and communication policy
2.2.	Duncan Truswell September 2013	4 x A4	Minor amendments to wording to update and reflect current practice.
2.3	Viv Nanopoulou	4 x A4	Minor amendments to dates and wording to reflect Job title and group name changes
2.4	Olivia Risk November 2021	5 x A4	Minor amendments to the language used to describe bullying
2.5	Olivia Risk September 2022	5 x A4	Minor amendments to the language used to describe bullying, addition of banter

Approvals:		
Name	Title	Date
Youth Racing Committee		September 2022
RYA Safeguarding Steering Group		December 2021

Related Documentation:	
Document	Version
RYA Child Protection Policy and Guidelines	
RYA Youth Racing Safety Policy	
RYA Racing Disciplinary Policy	
RYA Youth and Junior Communication Policy	