



Scottish Rowing understands that children, young people and adults' wellbeing can be seriously impacted upon by bullying behaviour and therefore recognises the information provided by [respect me](#), Scotland's Anti-Bullying Service.

**'Bullying is never acceptable; it doesn't make a person better or stronger to get through it and it should never be seen as a normal part of growing up/life. No level of bullying will be regarded as trivial or a bit of fun'**

Bullying is a behaviour that can make a person feel frightened, threatened, left out and hurt. Something only has to happen once to make a person feel worried or scared to go to the rowing club or other places they enjoy going. For the purpose of this policy, a child is recognised as someone under the age of 18 years and adult is someone over 18 years. This policy applies to all children and adults regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race and ethnicity, religion/belief or culture, sex/gender, sexual orientation, socio economic status or family circumstance.

Our anti-bullying policy sets out how we feel about bullying as Scottish Rowing, what we'll do to address it and how we'll support children, young people and adults who experience or display bullying behaviour. This policy forms part of the Scottish Rowing's Child Wellbeing and Protection Policy and Adult Support and Protection Policy.

### **Bullying**

Bullying is deliberately hurtful behaviour, usually repeated over a period of time, in situations where it's difficult for those being bullied to defend themselves.

- All forms of bullying will be acted upon
- Everybody in Scottish Rowing has a responsibility to work together to stop bullying
- Bullying can include online as well as offline behaviour
- Bullying behaviour can include:
  - Physical pushing, kicking, hitting, pinching etc.
  - Name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
  - Posting of derogatory or abusive comments, videos or images on social media
  - Racial, homophobic, transphobic or sexist comments, taunts or gestures
  - Sexual comments, suggestions or behaviour
  - Unwanted physical contact

Bullying takes many forms but ultimately is the perception of the victim that determines whether they are being bullied rather than the intention of the bully.

### **Cyber Bullying**

Cyber Bullying refers to bullying and harassment through the use of electronic devices such as personal computers and mobile phones – using email, texting and social media networks.

Cyber Bullying is wilful and involves recurring or repeated harm inflicted through the medium of electronic devices and is meant to cause emotional distress.

Cyber Bullying might include:

- A peer who intimidates through the use of a social networking website
- A rowing coach who sends negative feedback about a participant via personal text message
- A club member who posts negative comments about a fellow member on a club forum

Cyber Bullying may include threats, sexual remarks and hate speech. E-Bullies may publish personal contact information of their victims on websites. They may attempt to act as the victim for the purpose of publishing material in their name that would defame or ridicule them.

Cyber Bullying is particularly serious due to the nature in which the abuse occurs. It can be very personal and take place in a closed private format where the victim may feel isolated and the content will not be viewed by parents, friends or siblings. Alternatively, it could take place in a public format. It may lead to the victim rereading any material in private leading to feelings of paranoia, depression or loneliness.

Scottish Rowing will take all cases of Cyber Bullying seriously and deal with them in line with the standard bullying procedures.

### **Potential signs of Bullying**

The person may:

- Become withdrawn
- Hesitation or reluctance to attend training or activities
- Reluctance to work with a certain individual
- Often last one picked for a team or group activity for no apparent reason, or being picked on when they think that your back is turned.
- Clothing or personal possessions go missing or get damaged.
- Act out and bully others
- Believe that there is something wrong with them.
- Suffer from depression / develop feelings of worthlessness
- Exhibit self-harm behaviours such as cutting, an eating disorder, taking of drugs/alcohol.
- In extreme cases, lead to suicide.

### **Scottish Rowing will:**

- Recognise its duty to care and responsibility to safeguard all participants and athletes from harm
- Promote and implement this anti-bullying policy in addition to our Child Wellbeing & Protection Working with Children Procedures and Adult Support and Protection Policy
- Ensure that bullying behaviour is not tolerated or condoned
- Require all members of Scottish Rowing to sign up to this policy
- Take action to investigate and respond to any reports of bullying from children, young people and adults
- Encourage and facilitate children, young people and adults to play an active part in developing and adopting a code of conduct for behaviour during Scottish Rowing run activities
- Ensure that coaches are given access to information, guidance and training on bullying

### **Each participant/athlete, coach, volunteer and umpire will:**

- Encourage individuals to speak out about bullying behaviour
- Respect every athlete's need for, and right to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see
- Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

Remember: Adults have a right to self-determination and must consent to any actions you take

### **Supporting children**

- We'll let children know who will listen to and support them
- We'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
- We'll make sure children are aware of helpline numbers
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously

- Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved
- Children experiencing bullying behaviour will be supported and helped to uphold their right to row in a safe environment
- Those who display bullying behaviour will be encouraged to develop better relationships
- We'll make sure that sanctions are proportionate and fair

### **Support to the parents/guardians**

- Parents or guardians will be able to view the Scottish Rowing bullying policy and practice on the Scottish Rowing website
- Any experience of bullying behaviour will be discussed with the child's parents or guardians
- Parents will be consulted on action to be taken (for the person experiencing bullying behaviour and the person displaying bullying behaviour) and we'll agree on these actions together
- Information and advice on coping with bullying will be made available via the Scottish Rowing website
- Guidance will be offered to parents, including information from other agencies or support lines via the Scottish Rowing.

### **Useful contacts**

ParentLine Scotland 08000 **28 22 33**

NSPCC Helpline 0808 800 5000

Childline 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

### **Acknowledgements**

NSPCC Child Protection in Sport Unit

Children 1<sup>st</sup> Safe Guarding in Sport

[Respectme](#) Scotland Anti Bullying Service