

HLSTC Anti-Bullying Policy

HLSTC considers bullying of any kind unacceptable. Our objective is to prevent bullying occurring, however if it does, we aim to have procedures in place to remedy the situation as quickly as possible. In order to do this, staff must be aware of the signs of bullying and how to deal with a bullying situation. It is important to do this for two reasons: Firstly everyone has the right to be treated with respect and to be able to use HLSTC without fear of bullying. Secondly because bullying is often a sign of further social problems with the bully and the bully should be helped to understand why bullying is not acceptable.

Definition:

Bullying is the use of aggression by a person with the intention of hurting another.

- It is intentional and does not occur out of an accidental situation
- It recurs, either regularly or over a period of time
- There is an imbalance of power: the person that is bullying is stronger or has more power through status.

Types of Bullying:

- EMOTIONAL: being unfriendly, excluding, tormenting (e.g. hiding possessions, threatening gestures).
- PHYSICAL: pushing, kicking, hitting, punching or any use of violence.
- RACIST: racial taunts, graffiti, gestures.
- SEXUAL: unwanted physical contact or sexually abusive comments.
- HOMOPHOBIC: because of, or focusing on, the issue of sexuality.
- VERBAL: name-calling, sarcasm, spreading rumours, teasing.
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Signs and Symptoms of bullying:

A child's behaviour may be indicative that he or she is being bullied. Staff and members should be aware of these possible signs (listed below). Please be aware however, that you may not be able to identify some signs as the child may only be at HLSTC for a week. Their parents may identify signs though, which is why good, regular feedback with parents is essential. Feedback from parents indicating bullying must be brought to the attention of the duty Senior Instructor.

Examples might be: Is frightened of being left alone with or avoids other children. Changes their usual routine. Suddenly doesn't wish to attend training or events. Becomes withdrawn, anxious or lacking in confidence. Has cuts or bruises that cannot adequately be explained or starts stammering. Attempts or threatens suicide

or running away. Cries themselves to sleep or has nightmares or feels ill in the mornings. Begins to perform poorly without good reason. Comes home with clothes torn or belongings damaged or missing. Asks for money or starts stealing money (e.g. to give to the bully) or continually 'loses' money. Become aggressive, disruptive or is frightened to say what is wrong. Gives improbable excuses or reasons for any of the above.

HLSTC Procedure for prevention and dealing with bullying:

- A culture should be adopted where staff and Members are vigilant regarding their students and Youth Members. Group interaction should be monitored both on and off the water.
- Parents are always to remain present during Youth Club sessions and Youth Race Training. Children not on courses who are under 12 are not to be left at HLSTC without direct parental supervision.
- Safety briefs will inform children that bullying of any kind will not be tolerated and that children found to be bullying will be dismissed from the course / training.
- Race Coaches should liaise with parents regularly in the season.
- Any suspicions or symptoms as listed above must be reported to the most senior member of staff present. Failure to report suspicions is a failure of duty and may result in disciplinary action.
- Reports will be kept confidential until it is decided if the matter needs referring to other authorities. All suspicions and reports will be taken seriously and investigated by the Principal.
- Parents of the child will be contacted and a course of action decided depending on the situation.