

Monmouth Rowing Club	
Anti-Bullying Policy	
Adopted: August 2025	
Revision V2	

1.0. Overview

- 1.1. The Committee and Officers of Monmouth Rowing Club are committed to providing a caring, friendly and safe environment for all of our members so they can train in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. We want to ensure that anyone who knows that bullying is happening is comfortable in telling the Club Welfare Officer or any Committee Member.

2.0. Objectives of this Policy

- 2.1. Ensure all members understand what constitutes bullying and how to respond.
- 2.2. Promote a respectful and inclusive culture.
- 2.3. Provide clear procedures for reporting and resolving bullying incidents.

3.0. What is Bullying?

- 3.1. 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, but is not limited to:
 - 3.1.1. Verbal abuse, intimidation, or humiliation
 - 3.1.2. Misuse of power or authority
 - 3.1.3. Cyberbullying via email, social media, or messaging platforms
 - 3.1.4. Deliberate exclusion from group activities or decisions
 - 3.1.5. Undermining work or contributions

4.0. Why is it Important to Respond to Bullying?

- 4.1. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. People who are bullying need to learn different ways of behaving. This Club has a responsibility to respond promptly and effectively to issues of bullying.

5.0. Indicators of Bullying

- 5.1. Indicators of bullying can include the following:
 - 5.1.1. Avoidance of certain individuals or events
 - 5.1.2. Emotional distress or withdrawal
 - 5.1.3. Sudden drop in performance or participation
 - 5.1.4. Increased absenteeism



6.0. Procedures

- 6.1. Members may report bullying confidentially to the Welfare Officer or a Committee member.
- 6.2. Anonymous reporting mechanisms are available.
- 6.3. Investigations will follow clear timelines and ensure confidentiality.
- 6.4. No retaliation will occur against individuals who report bullying.
- 6.5. In cases of serious bullying, incidents will be referred to WR and BR for advice.
- 6.6. An attempt will be made to help the bully (bullies) change their behaviour
- 6.7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action.

7.0. Recommended Actions

- 7.1. If the club decides that it is appropriate for it to deal with the situation, they will follow the procedure outlined below.
 - 7.1.1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
 - 7.1.2. If this fails or is not appropriate a small panel (comprising at least Club Chairman, Welfare Officer, Secretary or one other committee member) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
 - 7.1.3. The same 3 persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
 - 7.1.4. If bullying has in their view taken place the bully should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
 - 7.1.5. In some cases the parent of the bully or bullied rower can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
 - 7.1.6. All coaches involved with both rowers should be made aware of the concerns and outcome of the process i.e. the warning.
- 7.2. In the case of adults reported to be bullying rowers under the age of 18:
 - 7.2.1. BR and WR should always be informed and will advise on action to be taken.
 - 7.2.2. It is anticipated that in most cases where the allegation is made regarding a teacher or coach, child protection awareness training may be recommended.



- 7.2.3. More serious cases may be referred to the police, social services or BR / WR disciplinary procedure.
- 7.2.4. In cases where a coach or teacher who is employed by an outside organisation is implicated the matter should be referred to the BR / WR and to the person's line manager or as detailed in that person's employment contract.

8.0. Policy Accessibility and Review

- 8.1. This policy will be available online to all members and prospective members. This policy will be reviewed annually and updated as needed.

Date of most recent review: 29 Aug 2025