



FOYNES YACHT CLUB

ANTI-BULLYING POLICY

While Foynes Yacht Club recognise that bullying occurs in many aspects of life, affecting adults as well as children, and can be associated with other types of unacceptable behaviour, the emphasis of this policy extends primarily to the bullying of children, and to the emotional impact on them whether they are bullied or bullying and/or the bullying of employees whether voluntary or in paid employment. It is not specifically concerned therefore with other aspects of behaviour except insofar as these relate to promoting, supporting and implementing an anti-bullying ethos.

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. The club has a responsibility to respond promptly and effectively to issues of bullying.

Statement of Intent

Every member and employee has the right to enjoy a caring and secure environment free from any form of harassment from fellow members or from fellow employees or from significant others in authority in the club. The committee of Foynes Yacht Club are committed to providing a caring, friendly, safe environment for all members and employees so that they can participate in the sport within a secure atmosphere. Bullying of any kind is unacceptable at our club and if bullying does occur, all members or their parents should be in a position to identify such behaviour or the symptoms resulting from such behaviour and alert the person responsible for implementing this policy. Be assured that incidents will be dealt with promptly, effectively and in the interests of all concerned.

Permission to tell Approach

The Club thus promotes the reporting by anyone who becomes aware that bullying has happened and indeed, expects its members to report such behaviour as a matter of urgency, to an appropriate person in authority.

Aims of this Policy

This policy will aim to both promote an understanding of what bullying is, how its effects manifest themselves in its victims and to provide a framework and process whereby incidents of bullying can be dealt with promptly, fairly and without prejudice to any member or employee.

Definition of Bullying

Bullying may be broadly defined as “repeated aggression – whether it is verbal, psychological or physical – that is conducted by an individual or group against others. It is behaviour that is intentionally aggravating and intimidating, and occurs mainly among children in social environments such as schools and/or clubs. It includes behaviours such as physical aggression, cyberbullying, damage to property, intimidation, isolation/exclusion, name calling, malicious gossip and extortion. Bullying can also take the form of identity abuse based on gender, sexual preference, race, ethnicity and religious factors. With developments of modern technology, children can also be the victims of non-contact bullying, via mobile phones, the Internet and other personal devices”.