



# 29er UK Class Association

## Anti-Bullying Policy

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<b>Author:</b>	Revised by Helen Ahlheid from RYA document
<b>Authorisation:</b>	Doug Walker
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## 1. INTRODUCTION

- 1.1. It is the Policy of the 29er UK Class Association to safeguard children taking part in boating from physical, sexual and emotional harm. The 29er UK Class Association considers bullying of any kind unacceptable within 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 is meant 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 29er UK Class Association, which also includes sailors, coaches, support persons such as parents and volunteers, and support staff.
- 1.4. The 29er Class Association 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:

- It does not just happen once; it is ongoing over time.
- It is deliberate and intentional - it is not accidentally hurting someone.
- 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:**

- **Physical:** pushing, kicking, hitting, punching or any use of violence.
- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding possessions, gear or equipment; threatening gestures.)
- **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?**

Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

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 to 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 an appropriate person, such as the 29er UK Clas Association Welfare Officer or another trusted member of the Class Committee. Please refer to the policy 'Misconduct in relation to 29er UK events' for more detailed guidance.

## **6. TIMESCALE**

- 6.1 Where it is not possible to comply with the time limit 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 person 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 only be conducted if all involved children are 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.
- 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 29er UK Class Welfare Officer and if necessary, the 29er UK Safeguarding Case Management Group and kept on record to monitor any future reports.

## **8. PREVENTION**

- 8.1. This Policy has been adopted and ratified by the 29er UK Class Association Committee and is available to all as a reference via the 29er UK Class Association website.
- 8.2. The 29er UK Class Association will encourage coaches and participants to familiarise themselves with the policy.

## **9. MONITORING AND REVIEW**

- 9.1. The Policy will be monitored and reviewed periodically by the 29er UK Class Association Welfare Officer with the support of the Class Committee.

# Document Data:

## Version and Amendment History

No.	Date Author	Remarks
1.0	01 November 2025 Helen Ahlheid	Taken from the RYA document version 2.5 September 2022

## Approvals:

Name	Title	Date
Doug Walker	29er UK Class Association Chairman	November 2025

## 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	