

Anti-Bullying Statement

Here at Lee Rowing Club we take guidance from Rowing Ireland when formulating our anti-bullying procedures. Our clubs approach is to create a supportive environment where bullying in any form will not be tolerated. All our Athletes, coaches, spectators and all in our club should:

- Respect everybody's right to row and participate in an environment which is safe and secure.
- Ensure that everyone is treated with respect, dignity and sensitivity.
- Recognise that every individual is important and that our differences make us special.
- Challenge all forms of prejudice and promote equality.
- Model fair play, offer praise and recognition for effort and achievement
- Treat other as you would like to be treated.

What is Bullying?

We define bullying as 'repeated aggression be it verbal, psychological or physical, conducted by an individual or group against others'.

- **Verbal:** e.g. threats, spreading rumours, name calling, racist/sexual remarks, belittling physical appearance or sporting ability.
- **Physical:** e.g. hitting, punching, tripping, kicking, spitting, biting, theft or destruction of property or equipment.
- **Emotional:** ignoring or excluding others from group activities, talking behind peoples back using any form of media to make comments designed to cause hurt or embarrassment to another.

Preventing Bullying

Our approach is to create a supportive environment where it is not acceptable to bully and where the ethos of the club is that it is "ok to tell". If you know about incidents of bullying, we will always encourage people to talk up for themselves and others and look out for others. The Club Children's officers have a responsibility to ensure that our club adheres to the Code of ethics and good behaviour in children's sport.

Dealing with Bullying

How do we know if it is Bullying?

We ask ourselves the following questions:

- **Targeted:** is the behaviour targeted at a group or an individual?
- **Duration:** Has the behaviour been happening over a period of time?
- **Frequency:** How frequent is the behaviour and is there a pattern occurring?
- **Intention:** is the behaviour intended to cause pain/harm/distress?

An isolated occurrence of the behaviour described above, while unpleasant and unacceptable, as a one off incident would not be considered bullying.

Different people can be involved in bullying. Bullying can happen from young person to young person, young person to adult, adult to adult, adult to young person. It is the responsibility of everybody in our club to prevent or, if need be, to deal with incidents of bullying if they occur. We encourage people to speak up for themselves and others.

Anyone who has a concern or believe that they or somebody else may be a target, recipient or victim of bullying within Lee Rowing Club should contact the Clubs children's Officers who will investigate all allegations in a sensitive manner in accordance with our club policy.

Lee Rowing Club Children's Officers are Cathy McColgan and Ian Reidy and can be contacted by emailing: childwelfare@leerowingclub.com