



UK Windsurfing Association

Anit-Bullying Policy

UK Windsurfing Association The Long Barn Sutcombe Holsworthy Devon EX22 7PY	Version	February 2025
	Adopted by	The UKWA committee
	Written by	T.Ingram
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	Reviewed by	
	ukwindsurfing.com	admin@ukwindsurfing.com

INTRODUCTION

- 1.1. It is the Policy of the United Kingdom Windsurfing Association (UKWA) to safeguard children taking part in boating from physical, sexual and emotional harm. The UKWA considers bullying of any kind unacceptable within 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 the UKWA means 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 UKWA, which also includes sailors, coaches, support persons and support staff.
- 1.4. The UKWA reserves the right to amend the policy and procedure as necessary to meet any change in requirements or legislation.

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.

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. Several Times On Purpose (STOP).
 - 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). Children who bully use their power – such as physical strength, access to embarrassing information, or popularity – to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people
 - Actions such as making threats, spreading rumours, attacking someone verbally or physically, excluding someone from a group on purpose
 - Cyber bullying: through the internet via social media, mobile threats by text messaging and calls, or, misuse of technology i.e. camera, video facilities, ipad, tablets, game consoles. It is the responsibility of parents to ensure their children are accessing appropriate materials, apps and communications.
- 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:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding possessions gear or equipment, threatening gestures.)
- Physical pushing, kicking, hitting, punching or any use of violence.
- 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 There are three types of bullying:

- Verbal bullying is saying or writing mean things and includes teasing, name calling, inappropriate sexual comments, taunting, threatening to cause harm.
- Social bullying involves hurting someone's reputation or relationships. Social bullying includes leaving someone out on purpose, telling others not to be friends with a person, spreading rumours, embarrassing someone in public
- Physical bullying involves hurting a person's body or possessions and can include hitting, kicking, pinching, taking or breaking someone's things, making mean or rude hand gestures

3.5 Why do children bully? Children may bully because:

- They want to be 'in with the cool gang'
- It feels like fun – they don't realise how much it hurts
- They dislike or are jealous of someone
- It makes them feel powerful or respected
- They are bullied themselves and are taking their hurt and anger on someone they think will not fight back
- They are having problems in their life that are making them feel bad PEOPLE WHO ARE HAPPY WITH THEMSELVES DO NOT NEED TO BULLY OTHER PEOPLE

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.

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.
- Begins to make less effort than previously
- Comes home with clothes torn or belongings damaged.
- Has possessions suddenly start 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 afraid to use internet or mobile phone
- Is nervous or jumpy when a cyber message is received
- Is bullying other children or siblings.
- Stops eating.
- Lack of eye contact
- Becomes short tempered
- 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 social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

PROCEDURES

5.1 If anyone suspects that bullying is taking place it is expected of them that they inform the appropriate person. This can be a member of the UKWA event team, the UKWA child Welfare team or the RYA Safeguarding Team.

5.2 The complaint should be made in writing and wherever possible it should include:

- a) name of alleged harasser/bully
- b) nature of behaviour complained of
- c) date(s) and time(s) when bullying is alleged to have occurred
- d) names of any witnesses
- e) any action, if any, already taken by the complainant to stop the alleged bullying

5.3. This person will then follow the procedure laid down in the UKWA anti-bullying policy and/or the UKWA Child Welfare Policy. The UKWA shall also contact the RYA Safeguarding team.

5.4. Informing an appropriate person that you suspect bullying when you have genuine grounds will not result in disciplinary action against you and the bully will not be informed of your identity without your consent.

- 5.5. Being found to have been aware of bullying without reporting it is a disciplinary offence
- 5.6 What should children do:
- Report it to a friend or adult at an event or parent at home.
 - Try ignoring it
 - Not to blame themselves.
 - Try to make friends with those who don't bully.
 - Try to feel good about themselves.
 - Keep a diary of bullying events.
 - As a bystander, don't ignore bullying or be over friendly with bullies. Don't cheer or encourage. Get adult help.
- 5.7 What should adults do (anyone employed by, engaged under a contract for services to, or volunteering directly for the UKWA, which also includes coaches):
- Adults must act – and be seen to act – firmly against bullying wherever and whenever it appears
 - When children troubled by bullying draw their concerns to the attention of adults, they must have the confidence that these will be carefully investigated and, if substantiated, taken seriously and acted upon.
 - Watch for signs of distress and other signs of bullying
 - Be vigilant – it is not always obvious what is going on
 - Look at persistent friendship issues and recognise where underlying bullying may be happening.
 - Get the children involved together and talk about the problem.
 - Use briefings to discuss themes of friendship, conflict, power, respect, trust
- 5.8 What parents/ carers/ guardians should do:
- Be a good role model for your children
 - Don't jump to conclusions
 - Listen to all sides
 - Try to solve problems rather than exacerbate them by only listening to your own child's point of view.
 - Don't label children – especially don't label other people's children as 'bullies' before you know all the facts.
 - Advise your children to tell an adult if they have any problems. If they are not brave enough to do this, contact the UKWA and be confident that the UKWA will sort it out.
 - Don't approach other parents to try to resolve disputes – this often makes the problem worse.
 - Never tell your child to 'hit back'. This is not a good way to de-escalate disputes. Tell them to be assertive, to stand up for themselves and to expect to be treated with respect.
 - Be alert, responsible, knowledgeable and proactive with how your child accesses social media and online content to prevent them being victims or perpetrators of cyberbullying.

TIMESCALE

- 6.1 Where it is not possible to comply with the time limits 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 UKWA person dealing with the complaint will aim to complete the procedure within 21 days of the written complaint being received.

OUTCOMES

- 7.1. All interviews will be conducted under Best Practice Guidelines, which includes all involved children being 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 might be necessary – the procedure followed will be as per the RYA Racing Disciplinary Policy.
- 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 RYA Safeguarding Team and kept on record to monitor any future reports.

PREVENTION

- 8.1. This Policy has been adopted and ratified by UKWA committee and is available to all as a reference via the website.
- 8.2. The UKWA will encourage anyone employed by, engaged under a contract for services to, or volunteering directly for the UKWA, which also includes coaches and participants to familiarise themselves with the policy and refer to it within the relevant contracts and guidelines.

MONITORING AND REVIEW

- 9.1. The Policy will be monitored by the UKWA committee
- 9.2. The Policy will be reviewed regularly by the UKWA with the support of the Rya

USEFUL ONLINE SUPPORT

- RYA website www.rya.org.uk
- Bullying Online www.bullying.co.uk
- NSPCC www.nspcc.org.uk
- Young Minds www.youngminds.org.uk
- Kidscape www.kidscape.org.uk