

## Bullying Policy



Deva Canoe Club is fully committed to safeguarding the wellbeing of its members. Deva Canoe Club members are expected to help us to provide a caring, friendly, and safe environment for all our members and visitors.

Bullying can include:

- Physical harm, verbal name calling, racial or homophobic taunts, sexual unwanted physical contact, sexually abusive comments, emotional torment, ridiculing, humiliating
- Cyber – email, social media, mobile phone text messages, photos etc

Reporting bullying incidents:

- Report any incidents to the Safeguarding Officer or Deputy Welfare Officer
- Bullying behaviour will be investigated by the club officers
- Cases of serious bullying will be referred to British Canoeing for advice
- If necessary and appropriate, police will be consulted

Recommended action:

- Reconciliation by getting the parties together
- If this fails or is not appropriate, then club officers will talk to both parties to try to help to resolve the situation
- Club officers will monitor the situation to ensure the bullying is not continuing
- Should bullying continue then disciplinary action will be taken

Deva Canoe Club Committee will review this policy annually

Date: 12/02/23