



Weybridge Sailing & Recreational Boating Club

Walton Lane Club House, Dorney Gardens, Walton Lane, Weybridge, Surrey, KT13 8LU. www.weybridgesailingclub.co.uk

Anti-Bullying Policy

January 2024; Written by Louise Harper, Honorary Secretary

1.0 Expectations of Behaviour

All members must abide by this policy and the spirit of its intent. The Club thrives on its community and the respect, kindness, care, courtesy and companionship offered between members of the Club. If any member is unwilling to do their part in maintaining this ethos at all times then they will put their membership at risk according to part 4.1 of the Club's Regulations and Bye-laws.

1.1 Definition of Bullying

Bullying is defined as the repetitive, intentional hurting of one person or group by another person or group, involving an imbalance of power. It can manifest as physical, verbal, or psychological actions and may occur face-to-face or online.

1.2 Club Response to Bullying

Any behaviour by a club member deemed to constitute bullying will be addressed according to the rules outlined in the Club Regulations and Bye-laws, section 4.1.

1.3 Respectful Treatment

All members are expected to treat each other with respect. Failure to do so may result in disciplinary action in accordance with the club's rules.

1.4 Equality and Fair Treatment

Members will endeavour to treat all other members, associates, guests, and visitors to the club with equality and fairness, adhering to the principles of The Equality Act 2010.

1.5 Prohibition of Prejudicial Language

The use of prejudicial language; or sharing of prejudicial images; or engaging in discriminatory behaviour will not be tolerated within the club premises, during club activities, or on social media platforms.

1.6 Equality Act 2010 Compliance

All members must comply with The Equality Act 2010, which prohibits discrimination based on age, gender reassignment, marital status, pregnancy or maternity leave, disability, race, religion or belief, sex, and sexual orientation.

1.7 Discrimination Prevention

Discriminatory or prejudicial language is strictly prohibited on Club Premises, during Club business, or when representing the club. This includes spoken words, written correspondence, reports, emails, and social media interactions.



1.8 Physical Bullying

Physical bullying, including, but not limited to, any form of physical assault, harm, or aggression, is strictly prohibited within the club premises or during club-related activities. Any member found engaging in physical bullying will face immediate disciplinary action, including potential expulsion, as outlined in the Club Regulations and Bye-laws.

1.9 Psychological Bullying

Psychological bullying involves repeated actions or language aimed at causing emotional distress, fear, or harm to another person. This includes, but is not limited to, manipulation, intimidation, coercion, and cyberbullying.

Example of Psychological Bullying

Sending threatening or harassing messages through social media, spreading false rumours about a club member, or consistently undermining someone's self-esteem through verbal attacks.

1.10 Club's Duty to Act

The Safeguarding and Equality Officer, or any Flag Officer, has the authority to instruct any member to promptly cease and desist from engaging in any type of bullying. Failure to comply may result in disciplinary action.

1.11 Member Responsibility

All members witnessing any type of bullying have a duty to report the incident to the Safeguarding and Equality Officer, or any Flag Officer. Failure to report such incidents may be considered a breach of this policy.

1.12 Disciplinary Measures

Further incidents of bullying will result in severe disciplinary action, up to and including expulsion from the club and cancellation of membership, in accordance with the Club Regulations and Bye-laws (refer to rule 4.1).

This anti-bullying policy is an integral part of Weybridge Sailing and Recreational Boating Club's commitment to maintaining a safe, respectful, and inclusive environment for all members. All members are expected to familiarise themselves with and adhere to this policy.