

Greystones Sailing Club
Anti-Bullying Policy**1. Policy Statement**

Greystones Sailing Club (GSC) is committed to providing a **safe, positive, and inclusive environment** for all children and young people participating in club activities. Bullying of any kind is unacceptable and will not be tolerated.

This policy operates in conjunction with the GSC Safeguarding Policy and follows the principles and guidance set out by **Irish Sailing** and **Children First**.

2. Definition of Bullying

Bullying is **repeated, intentional behaviour** that causes physical, emotional, or psychological harm. It may be carried out by an individual or group and can include:

- **Physical bullying** – hitting, pushing, damaging property
- **Verbal bullying** – name-calling, insults, threats, teasing
- **Emotional or psychological bullying** – intimidation, exclusion, spreading rumours
- **Social bullying** – deliberate isolation or exclusion
- **Cyberbullying** – bullying through social media, messaging apps, or online platforms
- **Discriminatory bullying** – related to gender, disability, race, religion, sexual orientation, or any protected characteristic

Bullying can occur **on land, on the water, during travel, at events, or online**.

3. Principles

GSC believes that:

- All young people have the right to participate in sailing **free from bullying**
- Bullying can seriously affect confidence, enjoyment, and wellbeing
- Early intervention is essential
- All concerns will be taken seriously and handled fairly

4. Responsibilities

All **staff, instructors, volunteers, parents, and participants** have a responsibility to:


- Promote respectful behaviour
- Challenge bullying when it occurs
- Report concerns promptly

Designated Safeguarding Contacts

Concerns relating to bullying should be reported to:

Club Children's Officer

Shaunna O'Farrell

 086 171 3586

 shaunna@gsc.ie

Designated Liaison Person (DLP)

(Kingsley) Neville Long

5. Preventative Measures

GSC aims to prevent bullying through:

- Clear codes of conduct for participants and staff
- Promoting fair play, inclusion, and respect
- Creating an open environment where children feel safe to speak
- Ensuring instructors act as positive role models
- Addressing low-level issues before they escalate

6. Responding to Bullying

All reports of bullying will be taken seriously and responded to promptly.

6.1 Initial Response

- Listen carefully and reassure the child
- Take concerns seriously — do not dismiss behaviour as “banter”
- Ensure the immediate safety of the child
- Explain that the concern will be shared with appropriate personnel

6.2 Investigation

- Speak separately to all parties involved
- Gather relevant information (what happened, when, where, who)
- Keep written records of all discussions and actions
- Maintain confidentiality on a need-to-know basis

7. Actions Following Bullying

Depending on the severity and persistence of the behaviour, actions may include:

For the Child Experiencing Bullying:

- Ongoing support and reassurance
- Monitoring of wellbeing and participation
- Involvement of parents where appropriate

For the Child Engaging in Bullying Behaviour:

- Clear explanation of unacceptable behaviour
- Opportunity to reflect and apologise
- Parental involvement
- Behaviour monitoring
- Sanctions where necessary, in line with club procedures

8. Serious or Persistent Bullying

- Serious incidents (e.g. assault, threats, sustained harassment) or bullying that persists despite intervention will be referred to the **Children’s Officer and DLP**
- Where appropriate, matters may be managed under the GSC Safeguarding Policy and escalated to statutory authorities or Irish Sailing

9. Record Keeping

The Harbour, Greystones, Co. Wicklow

All bullying incidents and actions taken will be:

- Recorded in writing
- Stored securely
- Used to monitor patterns and improve practice

10. Review

This Anti-Bullying Policy will be reviewed regularly and updated in line with:

- Irish Sailing guidance
- Legislative changes
- Club experience and best practice

Reviewed By:

Mark Hanley – Centre Principal

Shaunna O’Farrell - Club Children’s Officer

(Kingsley) Neville Long - Designated Liaison Person (DLP)

Date:

08/02/2026