



Revised Sept 24

## **TBYC – Good Conduct & Anti Bullying Policy**

*(to be read in conjunction with TBYC Safeguarding Policy)*

At TBYC all members, staff and volunteers are expected to treat other persons with respect and dignity. Everyone has a responsibility to conduct themselves in ways that support the welfare of themselves and others. We will deal robustly with any incidents of abuse or bullying including emotional, sexual, physical and financial. We do not tolerate discrimination or bullying based on ethnicity, race, gender, sexual orientation or religion. Additional information and definitions may be found in the Safeguarding policy & procedure.

Thorpe Bay Yacht Club expects everyone to:

- talk to others politely, without shouting, swearing or using inappropriate/offensive language
- always show care and consideration for all others, remember everyone matters
- be kind and help those in need - you never know when you may need help yourself!
- act in a way that brings credit to our Club.
- act in a manner that ensures all members & visitors feel welcome
- challenge inappropriate behaviour to help prevent others from being bullied
- report concerns to a member of the General Committee/Safeguarding representative

There are many aspects of bullying which include but are not limited to:

Physical and Verbal – spreading nasty stories, exclusion from social groups, being made the subject of malicious rumours either verbally or through social networks, mocking or taunting another person, age-inappropriate behaviour, which may impact on members or staff's behaviour whilst within the Club or on the water.

Breach of the TBYC anti-bullying policy may result in temporary or permanent exclusion as allowed by the TBYC Rules 22 & 23.

Revised and approved by the General Committee 16/09/2024