

Dealing with allegations of bullying of Vulnerable Adults

1. Discuss the potential courses of action with the Vulnerable Adult
2. Report bullying incidents to the Club Welfare Officer or a member of the committee
3. In cases of serious bullying, the incidents will be referred to the British Rowing CPO for advice. The individual should be made aware of this course of action
4. Where appropriate Parents/Carers should be informed and asked to attend a meeting to discuss the problem with the Vulnerable Adult present
5. Where appropriate and the Vulnerable Adult consents, police will be consulted
6. The bullying behavior must be investigated and the bullying stopped quickly
7. An attempt will be made to help the bully (bullies) change their behavior
8. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution, or where appropriate under British Rowing's Disciplinary Procedures.