

Reef Scuba Dive School and Club Action on Bullying



If the dive school or club decides it is appropriate for them to deal with the situation they should follow the procedures outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/is not appropriate a small panel consisting of the Chairman, Secretary and one welfare officer will meet to get details of the allegation. Minutes will be taken for clarity, and these should be agreed by all as a true account.
3. The same 3 persons should meet with the alleged bully (and parents if under 18) and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has, in their view, taken place the diver should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In the cases of where the alleged bully is under 18, the parent of the bully can be asked to attend training sessions, if they are able to do so, and if appropriate. In all cases the club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All DMs/AIs and Instructors involved with both divers should be made aware of the concerns and outcome of the process i.e. the warning.

In the case of adults reported to be bullying divers under 18

7. The Chairman should always be informed and will advise on action to be taken
8. It is anticipated that in most cases where the allegation is made regarding a DM/AI or Instructor, child protection awareness training may be recommended.
9. More serious cases may be referred to the police, social services and PADI.

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Prevention:

10. The club has a written constitution (*see the Code of Conduct and Club Rules*) which includes what is acceptable and proper behaviour for all members of which the anti bullying policy in one part.
11. All divers (and parents of young divers) are given copies of the Club policies on joining the Club. Reef Scuba dive management annually review the policies and all dive staff must sign to signal their agreement to, and acceptance of club policies and protocols.
12. Club welfare officers will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with divers to discuss the issue openly and constructively.
13. The policy areas in relation to divers under the age of 18 are based on that provided to educational bodies by KIDSCAPE.
14. KIDSCAPE is a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on 0207 730 3300.
15. For more information about what can constitute bullying, and how to deal with it visit: <http://www.kidscape.org.uk> .