

CALVERTON AND BINGHAM SWIMMING CLUB

Managing Bullying Policy

Statement of Intent.

Calverton and Bingham Swimming Club (CABSC) is committed to providing a caring, friendly and safe environment for all of our swimmers so they can learn to swim and train in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at the Club.

If bullying does occur, all swimmers should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the Welfare Officer, coach, teacher or another officer of the club.

What Is Bullying Behaviour?

The Anti- Bullying Alliance defines bullying as, “ the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online”

Bullying can include:

- Verbal: Name calling, persistent teasing, mocking, taunting and threats.
- Physical: Any degree of physical violence including hitting, kicking and pushing.
- * Intimidating behaviour, theft or the intentional damage of possessions
- Emotional: Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.
- Cyber: the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.
- Banter : can include any of the above types of bullying in a way that may not be intended to cause harm to someone, but doesn't account for the impact such behaviour can have on an individual.

Procedures

Report all bullying incidents to an adult in CABSC.

That adult must then inform the Welfare Officer. The Welfare Officer and CABSC will then decide the appropriate method for dealing with the situation, either as a breach of Code of Conduct, or as a welfare complaint. After a local resolution the conclusion must be referred to the Safeguarding and Welfare Team.

Prevention

Everybody within CABSC has a responsibility to work together to stop bullying. It is mandatory for CABSC to adhere to the Swim England Code of Ethics and Codes of Conduct. All members of

CABSC must sign a copy of the Code of Conduct when they join so they are aware and understand acceptable standards of behaviour.

CABSC will promote and implement the Codes of Conduct and the Managing Bullying section of Wavepower 2024.

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Author. Welfare officer