



Bletchley & District Swim Club

Affiliated to the ASA South East Region and the Oxon & North Bucks ASA

ANTI-BULLYING POLICY



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ANTI-BULLYING POLICY Statement on Intent

We as a club are committed to providing a caring, friendly and safe environment for all of our members so they can train and develop in a relaxed and secure atmosphere. Bullying of any kind is **unacceptable** at our club. If bullying does occur, all members should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* club. This means that *anyone* who knows that bullying is happening is expected to tell any of the coaching/teaching staff or a Committee member.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding clothes, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Athletes who are bullying need to learn different ways of behaving.

We as a club have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All committee members, coaching/ teaching staff, members and parents should have an understanding of what bullying is.
- All committee members, coaching/ teaching staff should know what the clubs policy is on bullying, and follow it when bullying is reported.
- All members and parents should know what the clubs policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously. Members and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.



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Procedures

1. Report bullying incidents to committee members, coaching/ teaching staff
2. In cases of serious bullying, the incidents will be recorded by committee members, coaching/ teaching staff In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
3. If necessary and appropriate, police/ASA will be consulted
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We at Bletchley & District Swim Club use the following methods for helping children to prevent bullying.

- written a set of club rules
- signing a behaviour contract

HELP ORGANISATIONS:

SwimLine	0808 100 4001
NSPCC Child Protection Helpline direct:	0808 800 50
Bullying Online	www.bullying.co.uk
Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204

Visit the Kidscape website www.kidscape.org.uk for further support , links and advice.

Document based on Kidscape Anti-bully policy.