



## Anti-Bullying Policy

Preston Swimming Club are committed to provide a caring, friendly and safe environment for all our members so they can swim in a relaxed and secure atmosphere. Bullying, be it verbal, physical, emotional, retaliatory or reactive, will not be tolerated within the club.

Our welfare officers, coaches, teachers and other Club officers adhere to the ASA Wavepower 2016-19 guidelines on spotting the signs and symptoms of bullying, and dealing with the consequences of it.

If bullying does occur, all swimmers or parents should be able to report the incident and know that it will be dealt with promptly and effectively. All members, parents and coaches will be expected to ensure that the policy will be adhered to.

We are a TELLING organisation. This means that anyone who knows that bullying is happening is expected to tell the welfare officer, coach, teacher or another officer or employee of the organisation.

### **Objectives of Policy**

- All committee members, coaches, poolside helpers, swimmers and parents should have an understanding of what bullying is.
- All committee members and coaches should know what the club policy is on bullying and follow it when bullying is reported.
- All swimmers and parents should know what the club policy is on bullying, and what to do if bullying arises.
- As a club we take bullying seriously. Swimmers and parents should be assured that they would be supported when bullying is reported.

### **What is bullying?**

Bullying is the deliberate and repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

It can happen face-to-face or through cyberspace, and comes in many different forms:

Bullying can include:

- Verbal: Name calling, persistent teasing, mocking, taunting, and threats.
- Physical: Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes scratching, hitting, kicking and pushing.
- Emotional: Excluding, tormenting (e.g. hiding goggles, floats etc), ridiculing, humiliation, setting people up and spreading rumours (either verbally or on social media.)
- Cyber: Cyber bullying is 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.
- Racist: Bullying based on ethnicity, skin colour, language, religion or cultural practices.
- Homophobic: Discrimination based on sexuality and/or gender identity.
- Sexual: Unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation. This could include pressure to send images of a sexual nature.
- Disablist: The bullying of children who have special educational needs and disabilities.
- Based on 'difference': Bullying based on any real or perceived difference. This can include, but is not limited to, factors surrounding the way someone looks or dresses, hobbies and interests, family situation or social behaviour.

### **Procedure and Club Action**

Preston Swimming Club take all allegations of bullying seriously and will aim to respond quickly to any such incidents.

1. All reports of bullying incidents should be reported to the Club Welfare Officer, coach and / or teacher.
2. In all cases the incident are to be recorded by that person and referred to the welfare officer if he/she is not already aware.
3. The bullying behaviour, or threats of bullying, will be investigated in line with the Club "Disciplinary and Grievance Procedure", and the bullying must be stopped quickly.
4. In serious cases, parents will be informed and will be asked to come in to a meeting to discuss the problem.
5. If necessary and appropriate, police will be consulted.

In cases of adults reported to be bullying swimmers under the age of 18 years

1. The Club may defer to the ASA for advice on appropriate action.
2. It is anticipated that in most cases where the allegation is made regarding a poolside helper or coach, child protection awareness training may be recommended.
3. More serious cases may be referred to the Police or Social Services.

### **Outcomes**

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

More details may be found in the Club "Disciplinary and Grievance Procedure"