

# Launceston Swimming Club – Anti-Bullying Policy

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Launceston Swimming Club

Version Control Sheet

**Policy Name: Anti-Bullying Policy**

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<b>Document date</b>	<b>Filename</b>	<b>Meeting submitted</b>	<b>Summary of changes required</b>	<b>Date of review</b>
01-05-15	Anti-Bullying Policy	Committee meeting 19-06-15	New policy	June 2016
17-06-16	Anti-Bullying Policy	(Checked and approved by Chair)	None	June 2017
16-06-17	Anti-Bullying Policy	Reviewed by Welfare Officer/Chair	None	June 2018

## **Anti-Bullying Policy**

(Based on ASA Document - Wavepower 2012/2015, Section 2.5, page 73 – 74 - This policy is based on the Kidscape model document).

### **Statement of Intent**

We are 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 Launceston Swimming Club. If bullying does occur, all Swimmers should be able to understand 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 the Welfare Officer, a Coach, Teacher 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, threatening gestures, hiding floats/bags on poolside or in the changing room)
- Physical - any non-accidental physical contact hitting in the pool or changing area
- Racist - racial taunts, 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 the internet, such as email & internet chat room misuse, mobile threats by text messaging and calls and misuse of associated technology (e.g. camera and 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. Swimmers who are bullying need to learn different ways of behaving.

## **Objectives of this Policy**

- All Committee members, Teachers and Coaches, Swimmers and Parents should have an understanding of what bullying is.
- All Committee members, Teachers 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 they should do if bullying arises.
- Bullying will not be tolerated. Swimmers and Parents should be assured that they will be supported when bullying is reported.

## **Signs and Symptoms**

A Member may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a Member:

- Is frightened of walking to or from swimming sessions.
- Changes their usual routine.
- Feels ill at training times and does not want to go.
- Becomes withdrawn anxious, or lacking in confidence.
- Becomes aggressive, disruptive or unreasonable.
- Training and competition level drops off.
- Attempts or threatens suicide or runs away.
- Comes home with clothes torn or swimming equipment damaged/lost.

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- Has unexplained cuts or bruises.
- Is bullying other children or siblings.
- Is frightened to say what's wrong.
- Is nervous & jumpy when a cyber-message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Procedures**

1. Report bullying incidents to the Welfare Officer, a Coach, Teacher or a Committee Member.
2. In cases of serious bullying, the incidents will be recorded by that person and referred to the Welfare Officer if he/she is not already aware.
3. In serious cases, parents will be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. If bullying is found to have occurred on the “balance of probabilities” then appropriate action will be taken including an attempt to help the bully (bullies) change their behaviour (see Contract of behaviour template in Wavepower’s Section 2 on page 76).

### **Outcomes**

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

### **Prevention**

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We will use KIDSCAPE methods for helping children to prevent bullying.

As and when appropriate, these may include:

- Writing a set of club rules.
- Signing a behaviour contract.
- Having discussions about bullying and why it matters.

### **Organisations which may help**

- Swimline - 0808 100 4001
- KIDSCAPE Parents Helpline - 0845 1 205 204 (Mon-Fri, 10am - 4pm)
- Childline - 0800 1111
- Child Power Leaflet available from [jenni.dearman@swimming.org](mailto:jenni.dearman@swimming.org)
- Child Power online via the ASA website [www.swimming.org](http://www.swimming.org)
- Parentline Plus - 0808 800 2222
- Youth Access - 020 8772 9900
- Bullying Online - [www.bullying.co.uk](http://www.bullying.co.uk)

Written 01/05/2015