



## **CABSC Anti-Bullying Policy (based on the Kidscape model document)**

### **Statement of Intent**

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. **We are a TELLING club.** 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?**

Bullying is the 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 hitting, kicking and pushing.
- **Emotional:** Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.
- **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.

### **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. Members of the club who are bullying others need to learn to behave more appropriately.

Swimming clubs have a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

- All club officers, teachers and coaches, swimmers and parents should have an understanding of what bullying is.
- All club officers, teachers and coaches should know what the club's policy is on bullying, and follow it when bullying is reported.
- All swimmers and parents should know what the club's policy is on bullying, and what they should do if bullying arises.

- As a club we take bullying seriously. Swimmers and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Signs and Symptoms**

Although a child may not necessarily explicitly state that they are being bullied, they may still display signs or behaviour that indicate he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from the club.
- Doesn't want to go on the club bus or into the changing rooms alone.
- Changes their usual routine.
- Is unwilling to go to training or to galas when they previously could not wait to go.
- Becomes withdrawn anxious, or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill at training times and does not want to go to the training sessions.
- Starts to drop in their level of training and competition.
- Comes home with clothes torn or swimming equipment damaged or missing/lost.
- Asks for money or starts stealing money (to pay bully).
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating or has less of an appetite.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or their mobile phone.
- Is nervous and jumpy when a message is received.
- Gives improbable excuses for any of the above.

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, coach, teacher or another club officer.
2. In cases of serious bullying, the incidents are to be recorded by that person and referred to the Welfare Officer if he/she is not already aware.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, 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 .

## **Outcomes**

1. The bully (bullies) may be asked to genuinely apologise.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the swimmers 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 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;
- and/or
- having discussions about bullying and why it matters.

## **Help Organisations:**

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)

Family Lives - 0808 800 2222

Youth Access - 020 8772 9900

Bullying Online - [www.bullying.co.uk](http://www.bullying.co.uk)

Visit the **Kidscape** website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice including downloads

- ◆ Advice for parents
- ◆ Advice for teachers/professionals
- ◆ Children who bully
- ◆ Stop bullying
- ◆ You can beat bullying
- ◆ Preventing bullying
- ◆ Preventing racist bullying

And details of the ZAP training scheme – a free course to young people who have been affected by bullying.

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