



"Enabling all our members to reach their potential"

Croydon Amphibians Swimming Club **Anti Bullying Policy**

Croydon Amphibians Swimming Club is committed to providing a caring, friendly and safe environment for all members so they can swim, support and participate in a relaxed and secure atmosphere. Bullying, be it verbal, physical, emotional, retaliatory or reactive will not be tolerated within the club.

CASC is a 'TELLING' club. If bullying does occur, all swimmers or their parents should be able to report the incident and know that it will be dealt with promptly and effectively. Tackling bullying is the responsibility of everyone at CASC and as such all members, parents and coaches will be expected to ensure that this policy is adhered to. Coaches, Committee members, poolside helpers, swimmers and parents should understand what bullying is, take allegations of bullying seriously and act to report it.

What Is Bullying?

Bullying can be described as being 'a deliberate act performed to cause distress solely in order to give a feeling of power, status or other gratification to the bully'. It can cause considerable distress and harm to children and can prevent a victim reaching their full potential. It is equally harmful amongst adults.

It can be:

- Emotional-being unfriendly, excluding (emotionally and physically), sending hurtful text or MSN messages (cyber bullying), tormenting e.g. hiding goggles and other kit, threatening gestures, criticising or causing humiliation.
- Physical-punching, pushing, kicking, scratching, nipping or any other use of violence
- Racist-racial taunts, graffiti, gesturing
- Sexual-unwanted physical contact or sexually abusive or homophobic comments
- Verbal-name calling, sarcasm, spreading rumours or teasing

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 and club members who are bullying need to learn different ways of behaving. CASC has a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms:

A child 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 child:

- Says s/he is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or swimming equipment damaged



- has possessions go “missing”
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- is frightened to say what’s wrong
- gives improbable excuses for any of the above

In more extreme cases:

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away

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

All reports of Bullying should be reported directly to the coach, the Welfare Officer or Swimline. If reported to another member of the CASC Committee, the matter should be forwarded straight to the CWO. Reports should be taken seriously and responded to quickly. In cases of serious bullying, the incidents will be referred to the ASA for advice.

Actions:

Where the behaviour is deemed a single act of unkind behaviour, prank or thoughtlessness the coach will deal with the incident immediately, notifying the CWO of action taken. The incident will be logged for future reference to examine if and where patterns of this behaviour occur. The coach will apply sanctions according to the club constitution.

Where the behaviour is not deemed a single, isolated incident:

- The coach and Welfare Officer may ask all parties involved to meet and attempt reconciliation; a genuine apology often solves the problem.
- If mediation fails/ is not appropriate and the bullying is seen to continue the club will initiate disciplinary action under the club constitution. The Welfare Committee will appoint a Discipline Panel to meet with the parent and child alleging bullying to get details of the allegation. Minutes will be taken for clarity, and these should be agreed by all as a true account. They will be entered into the clubs ‘Register of Bullying Incidents.’
- The same panel will meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken, agreed and entered into the register.
- If bullying has, in the view of the panel, taken place the swimmer should be warned and put on notice of further action. Should bullying continue, sanctions might range from temporary suspension from training sessions or galas to permanent suspension. This will be decided by the Executive Committee.



- An attempt will be made to help the bully (bullies) change their behaviour. In some cases the parent of the bully or bullied swimmer can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee and coaches will monitor the situation for a given period to ensure the bullying is not being repeated.
- All coaches involved with both swimmers will be made aware of the concerns and outcome of the process i.e. the warning.
- The club will support a reconciliation meeting between the parties to aid support for those involved.

At any time the Welfare Committee may forward the case to the ASA under child protection guidelines.

In the case of adults reported to be bullying swimmers under 18

1. The ASA should always be informed and will advise on action to be taken.
2. It is anticipated that in most cases where the allegation is made regarding a teacher or coach, child protection awareness training may be recommended.
3. More serious cases may be referred to the police or social services.

The Anti Bullying Policy forms one part of the Croydon Amfibians Swimming Club documentation on what is and what is not acceptable behaviour for all members of the club. It should be read in line with the Child Protection Policy and the Club Constitution. All adults are expected to role model exemplary behaviour to our younger members.