



Bullying Policy

Barking and Dagenham Aquatics is committed to providing a caring, friendly and safe environment for all of our members so they can swim in a relaxed and secure atmosphere.

What is Bullying?

Bullying is a deliberate form of abuse and the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim and if left unchecked can have long-term adverse effects on the victim.

Bullying can occur in a number of forms:

- **Emotional:** being unfriendly; excluding (emotionally and physically); undermining; sending hurtful text messages; malicious comments on social networking sites; tormenting, (e.g. hiding goggles/ floats, 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 focusing on the issue of sexuality.
- **Verbal:** name-calling; sarcasm; spreading rumours (gossiping) and teasing.

Bullying of any kind is unacceptable at our club and if bullying does occur, all swimmers or Parents should be able to tell and know that incidents will be dealt with promptly and effectively. As a result we are a TELLING club, in that anyone who knows that bullying is happening is expected to TELL the appropriate club Welfare Officer or any Committee member.

Why is it important to respond to bullying?

It is hurtful and no-one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Any Barking and Dagenham Aquatics member who is bullying needs to learn about appropriate positive behaviour. Barking and Dagenham Aquatics has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

All committee members, coaches and teachers, swimmers and parents should have an understanding of what bullying is.

All Committee members, teaching and coaching staff 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. As a club, we take bullying seriously. Swimmers and parents should be assured that they will be supported when bullying is reported. Procedures Report bullying incidents to the appropriate Barking and Dagenham Aquatics Welfare Officer, or a member of the Committee, or ring SwimLine.

1. Reassure the victim that they were right to report it and re-enforce that it is not their fault if they are being bullied.
2. The bullying behaviour or threats of bullying will initially be investigated through individual discussion with the alleged bully and the victim.
3. The primary aim is to investigate and stop the bullying quickly.
4. Barking and Dagenham Aquatics staff and Committee will be made aware of the problem so that they can monitor the situation and offer support as appropriate.
5. In cases of serious bullying, the incidents will be referred to the ASA for advice.
6. Parents should be informed and will be asked to come into a meeting to discuss the problem.
7. If necessary and appropriate, police will be consulted.
8. An attempt will be made to help the bully (bullies) change their behaviour.
9. If mediation fails and the bullying is seen to continue, the club will initiate disciplinary action under the club constitution.
10. Barking and Dagenham Aquatics will keep a detailed record of each bullying incident and how it was dealt with.
11. Where necessary, Barking and Dagenham Aquatics Child Protection Procedures will be enacted.