



Newbury District Swimming Club

Anti-Bullying Policy

POLICY MANAGEMENT:

This policy was adopted by the Committee on 12th November 2018

This policy is based on the Kidscape model document as used to create the ASA Anti-Bullying Policy detailed in the Wavepower 2016-19 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, fun and secure atmosphere.

Bullying of any kind is unacceptable at Newbury District 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 if anyone who knows that bullying is happening we would like them to tell an adult who they trust to pass the information on the relevant person.

Objectives of this Policy

To give guidance and explain what bullying is and how to report this if it occurs:

- All Committee Members, Coaches, Volunteers, Swimmers and Parents should have an understanding of what bullying is to be able to appropriately respond to reports of bullying.
- All Committee Members, Coaches and Volunteers 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.



What is Bullying?

Bullying is the use of aggression with the intention of hurting another person physically or mentally. Bullying results in pain and distress to the victim.

Bullying can be:

- *Emotional* – being unfriendly, excluding, and tormenting (e.g. threatening gestures, hiding floats/bags, or swimmers equipment on poolside or in the changing room).
- *Physical* – any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.
- *Racist* – bullying based on ethnicity, colour of skin, language, religion or cultural practices.
- *Sexual* – unwanted physical contact or sexually abusive comments, this can include pressure to send images of a sexual nature.
- *Homophobic* – because of, or focussing on the issue of sexuality and/or gender identity.
- *Verbal* – name calling, sarcasm, spreading rumours, teasing.
- *Disablist* – bullying of children who have special education needs and disabilities.
- *Cyber* – all areas of the internet, such as email and internet chat room misuse, mobile threats by text or app messaging and calls and misuse of associated technology (e.g. camera and video facilities).
- Based on 'difference' – because of 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.

Swimmers who are bullying need to learn to behave appropriately.



Signs and Symptoms

Although a child may not necessarily explicitly state that they are being bullied, they may indicate signs by their 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 going to swim training.
- Does not want to go on the club bus.
- Cries before, during or after a swim session.
- Changes their usual routine.
- Is unwilling to go to the club when previously could not wait to go.
- Feels ill at training times and does not want to go.
- Becomes withdrawn anxious or lacking in confidence.
- Starts stammering.
- Becomes aggressive, disruptive or unreasonable.
- Cries themselves to sleep at night or is having nightmares.
- Training and competition level drops off.
- Attempts or threatens suicide or runs away.
- Self harms.
- Stops eating or has less of an appetite.
- Comes home with clothes torn or swimming equipment damaged/lost.
- Asks for money or starts stealing money.
- Has unexplained cuts or bruises.
- Is bullying other children or siblings.
- Is frightened to say what's wrong.
- Is afraid to use the internet or their mobile phone.
- Is nervous and jumpy when a cyber 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, a Coach or a Committee Member (either verbally or in writing).
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 should be informed and asked to come into 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 Plan template in the Behaviour Policy)

Outcomes

1. The bully (bullies) may be asked to genuinely apologise.
2. If possible members will be reconciled
3. In serious cases, suspension or even exclusion will be considered.
4. After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. If bullying continues then the swimmer might be permanently excluded from the club and the ASA informed.

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- Our club rules and policies.
- Signing a behaviour contract.
- Having discussions about bullying and why it matters.

Visit Kidscape (www.kidscape.org.uk) for further support including advice for parents and ways of preventing bullying.

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
- **Parentline Plus** – 0808 800 2222
- **Youth Access** – 0208 772 9900
- **Bullying Online** – www.bullying.co.uk