



ANTI BULLYING POLICY

Dorking Swimming Club follows the guidelines in the ASA Wavepower 2016-19 policy on bullying procedures.

Statement of intent

Dorking swimming club is committed to providing a caring, friendly and safe environment for all our members so they can learn to swim or train in a secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all members should be able to speak out and feel reassured that incidents will be dealt with promptly and effectively. We are a TELLING organisation. This means that anyone who knows that bullying is happening is expected to tell the welfare officer, coach, or another officer of the organisation.

Dorking swimming club will respond to bullying promptly and effectively. As a club we take bullying seriously. Members, swimmers and parents will be supported when bullying is reported, and all reports will be treated in a confidential manner.

Objectives of this policy

- To ensure that all committee members, coaches, teachers, members, swimmers, and parents understand what bullying is.
- To ensure all committee members, teaching and coaching staff know what the club policy is on bullying and follow it when bullying is reported.
- All members, swimmers and parents know what the club policy is on bullying and what they should do if bullying arises.

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.

Signs and symptoms

Although a child may not necessarily explicitly state that they are being bullied, they may still display signs or behaviours that indicate he or she is being bullied.

Adults should be aware of these signs and be prepared to investigate if a child:

- Is frightened of walking to or from the organisation.
- Changes their usual routine.
- Is unwilling to go to the club 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.
- Starts to drop in their level of training or competition.
- Comes home with clothes torn or equipment damaged/lost.
- Asks for money or starts stealing money (in order to pay a bully).
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying siblings or other children.
- Stops eating or has less of an appetite.
- Is frightened to say what's wrong.
- Is afraid to use the internet or their mobile phone
- Is nervous or jumpy when a message is received.
- Gives improbable excuses for any of the above.

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 organisation who are bullying others need to learn to behave more appropriately. Organisations have a responsibility to respond promptly and effectively to issues of bullying.

Procedures

If you are being bullied or suspect that someone else is being bullied, you must report the incident either to the club Welfare Officer or by ringing Swim Line – (0808 100 4001). Alternatively, you can tell your coach/teacher who will in turn inform the club Welfare Officer or any Committee member.

Action taken:

1. Bullying is reported
2. Parents informed and asked to an informal meeting.
3. Bullying behaviour will be investigated. If bullying is found on the 'balance of probability' to have taken place, then appropriate action will be taken.
4. An attempt will be made to assist the bully (or bullies) to change the behaviours
5. If mediation fails and the bullying is seen to continue disciplinary action will be taken.

Club action on bullying

1. An attempt will be made to get those involved together to complete a restorative justice procedure and see if a simple action like an apology will solve the problem.
2. If this is not appropriate or possible a small panel comprising of the Welfare Officer and at least two other members of the committee will meet with the child who claims they are being bullied and their parents. Minutes will be taken to ensure there are no misunderstandings and will be signed and agreed as a true account by the child.
3. The same group of people will meet with the alleged bully and their parents to tell them of the accusations and to give them a chance to give their own views. Minutes will be taken to ensure there are no misunderstandings and agreed as a true account by the child.
4. If bullying is deemed to have occurred the following action(s) will be taken: • The bully will receive a warning and put on notice of any further action – i.e. behaviour contract, suspension or expulsion.
5. The club will monitor the situation to ensure the bullying is not being repeated
6. The coaches/teachers involved with all parties will be kept informed of the progression and outcomes of these meetings (where this does not breach confidentiality).

If the reported case involves adults bullying swimmers under 18 then: The ASA will be informed, and advice taken on possible action.

Other helpful organisations:

Swimline: 0808 100 4001

Kidscape Parents Helpline: 020 7823 5430 (Mon-Tues, 10am-5pm)

ChildLine: 0800 1111

This policy was adopted by Dorking Swimming Club November 2019