

Cheddar Kingfishers Swimming Club Anti-Bullying Policy

Our anti-bullying policy sets out how we feel about bullying behaviour in the club, what we will do to tackle it and how we'll support children, young people and adults who experience or display bullying behaviour.

Note: The terms 'child' and 'young person' describe any person under the age of 18, 'adult' describes any person aged 18 or over. References to 'parents' should be read as parents and carers inclusively.

Bullying Behaviour

- All forms of bullying behaviour will be acted upon
- Everybody in the club has a responsibility to work together to stop bullying behaviour
- Bullying behaviour can include online as well as offline behaviour
- Bullying behaviour can include:
 - physically pushing, kicking, hitting, pinching, etc.
 - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
 - posting of derogatory or abusive comments, videos, or images on social media
 - racist behaviour - including racially aggravated remarks, name-calling, racial exclusion
 - homophobic and transphobic comments
 - sexist slurs
 - offensive comments, taunts, or gestures
 - sexual comments, suggestions, or behaviour unwanted physical contact

What is not bullying behaviour

Bullying is recurring and deliberate abuse of power. While the 6 acts below are not ideal, they are not bullying. It's important to understand the difference between bullying and general conflict or unskilled behaviour.

1) Excluding someone – It is not considered bullying if people exclude someone now and then. Repeated and deliberate exclusion, however, can be bullying

2) Disliking someone – People may verbally or nonverbally communicate their dislike of another person. This is okay, as long as they don't start rumours or verbally abuse the other person

3) Accidental physical harm – Someone might unintentionally bump into someone else – it is easy to do in swimming if the swimmers are not 100% sure of the position of other swimmers in the lane. This it is not bullying if it is not deliberate

- 4) **Being “bossy”** – In swimming this is most often seen with lane order
- 5) **Telling a joke about someone (once)** – While this is not great behaviour, it is not considered bullying unless there are repeated instances
- 6) **Arguments** – We all argue, and arguments will inevitably happen at the swimming club

Cheddar Kingfishers Swimming Club will...

- Recognise its duty of care and responsibility to safeguard all swimmers from harm
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- Ensure that any form of bullying behaviour is not tolerated or condoned
- Require all members of the club to sign up this policy through our codes of conduct
- Take actions to investigate and respond to any reports of bullying behaviour from children and young people
- Ensure that coaches are given access to information, guidance, and training on bullying

Each participant, coach, volunteer, or official will...

- Encourage individuals to speak out about bullying behaviour
- Respect every child’s need for, and a right to, an environment where safety, security, praise, recognition, and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- Show appreciation of others by acknowledging individual qualities, contributions, and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see
- Report incidents of bullying behaviour they see to the Club Welfare Officer – by doing nothing you are condoning the behaviour

Supporting children

- We’ll let children know who will listen to and support them
- We’ll create an “open door” ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a child’s disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
- We’ll make sure children are aware of helpline numbers
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously

- Any reported experience of bullying will be investigated and will involve listening carefully to all those involved
- Children experiencing bullying will be supported and helped to uphold their right to swim in a safe environment
- Those who display bullying behaviour will be supported and encouraged to develop better relationships
- We'll make sure that sanctions are proportionate and fair

Support for parents

- Any experience of bullying behaviour will be discussed with the child's parents
- Parents will be consulted on action to be taken (for both victim and child displaying the bullying behaviour) and we'll agree on these actions together
- Information and advice on coping with bullying will be made available
- Support will be offered to parents, including information from other agencies or support lines

Support for adult swimmers, employees, and volunteers

- We'll let adults know who will listen to and support them
- We'll create an "open door" ethos where adults feel confident to talk about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a disability or impairment) will be acknowledged and addressed at the outset to enable adults to speak out
- We'll make sure adults are aware of helpline numbers
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- Any reported experience of bullying will be investigated and will involve listening carefully to all those involved
- Adults experiencing bullying will be supported and helped to uphold their right to swim/ coach/ volunteers in a safe environment
- Those who display bullying behaviour will be supported and encouraged to develop better relationships
- We'll make sure that sanctions are proportionate and fair

Procedures

- Report bullying incidents to the Club Welfare Officer, coach, or other officer at the club
- If alleged bullying is reported, then an investigation will be undertaken

- If an incident of bullying is witnessed, the person or persons will be temporarily suspended from the club pending an investigation
- The Club Welfare Officer will discuss the concerns with the Club Chair to decide whether the matter should be dealt with as an alleged breach of the code of conduct or whether the matter proceeds under the Anti-bullying Policy
- The investigation can be carried out by either the Club Welfare Officer or a coach, with assistance from the Club Welfare Officer, if the child/ adult is comfortable with this.
- An initial attempt at a reconciliation will be made by bringing together all the parties which will hopefully bring a genuine understanding of the effects of the behaviour and an apology. The result of the reconciliation attempt will be recorded with copies given to the parents if the parties are children.

If reconciliation fails, is deemed inappropriate in the situation or parents don't agree to a reconciliation attempt then:

1. A panel of three will be set up, this would normally be led by the Welfare Officer alongside either the Club Secretary, Chairman, committee member or coach/teacher.
2. The panel will meet with the child and their parents, or the adult, alleging the bullying. The child/ adult will explain in their own words what has been happening so that full details of the allegation are known. The panel will need to know when and where this has been happening, by whom and whether they think anyone witnessed the behaviour.
3. Some children may not feel comfortable talking to the panel even with the support of their parent, so the child should be allowed to give a written account in their own words or a recorded message. The child's parent would then provide this account to the panel. If the complainant is an adult, they may also provide a written account.
4. If there were any witnesses, the same panel to speak to them to determine what they saw and any other information they have. If the witness is a child, the panel must make that contact via the parent. The advice at point 3 to be followed if required.
5. The panel to meet with the alleged bully and their parents (if the alleged bully is a child) to put the allegation to them and allow them the opportunity to respond to the allegation in their own words. The advice at point 3 to be followed if required.
6. If the bullying is admitted, then the panel will make decisions immediately on appropriate actions.
7. If the bullying is denied the panel will consider and form a view on what is alleged on the balance of probabilities. This view will be formed on all the available information gained by the panel from all sides, previous concerns and knowledge of the parties involved.
8. At all stages minutes will be taken for clarity and agreed by all as a true account if the meeting.

Potential outcomes if bullying is found

- An Apology from the bully and an agreement on future behaviour
- A formal behaviour contract and ongoing monitoring to prevent repeated bullying

- Disciplinary action such as a written warning, temporary suspension, or permanent exclusion.
- All parties will be kept informed on what is happening and the outcomes

Useful Contacts

NSPCC Helpline

Tel: 0808 800 5000

Website: [nspcc.org.uk](https://www.nspcc.org.uk)

Childline

Tel: 08081111

Website: [childline.org.uk](https://www.childline.org.uk)

Kidscape

Website: [kidscape.org.uk](https://www.kidscape.org.uk)

Anti-Bullying Alliance

Website: [antibullyingalliance.org.uk](https://www.antibullyingalliance.org.uk)

National bullying helpline (for adults and children)

0300 323 0169 9-5pm Monday to Friday

[nationalbullyinghelpline.co.uk](https://www.nationalbullyinghelpline.co.uk)