

Anti-Bullying Policy



Statement of intent

Swim England and Kingston upon Hull Swimming Club are committed to providing a caring, friendly and safe environment for all our members, so they can learn to swim or train in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. 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, squad manager or committee member of the club.

Objectives of this policy

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

All coaches, squad managers & committee members should know what the club's policy is on bullying and follow it when bullying is reported.

All members and parents should know what the club's policy is on bullying and what they should do if bullying arises.

All members and volunteers should take bullying seriously. Members and parents should be assured that they will be supported when bullying is reported at the club.

Bullying will not be tolerated.

This policy should be read in conjunction with the members and parents codes of conduct and the club constitution.

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.
- **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.
- **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.
- **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.

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 club who are bullying others need to learn to behave more appropriately.

Kingston upon Hull Swimming Club has a responsibility to respond promptly and effectively to issues of bullying.

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 club.
- Doesn't want to go on club trips or attend away galas.

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

Procedures

- Report incidents of bullying to the welfare officer, coach, squad manager or committee member.
- In cases of serious bullying, the incidents will be recorded by that person (see above) and referred to the welfare officer if he/she is not already aware.
- In serious cases, parents will be informed and will be asked to come in to a meeting to discuss the problem with the club welfare officer.
- The bully/bullies will be asked to review the applicable club code of conduct, copy available on the club website in the parent's information section and in the document section of Swim Club Manager and to re-sign it and follow the principles of good behaviour within the club environment.
- If necessary and appropriate, the police will be consulted.

- The bullying behaviour, or threats of bullying, must be investigated and the bullying must be stopped quickly.
- If bullying is found on the 'balance of probability' to have taken place, then appropriate action will be taken. This includes attempting to help the bully/bullies to change their behaviour.

Outcomes

- The bully/bullies will be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension or even exclusion from the club will be considered.
- If possible, the members will be reconciled.
- After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

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

- Signing a behaviour contract - see template in TSC disciplinary procedure
- Having discussions about bullying and why it matters.

Other helpful organisations:

Swimline: 0808 100 4001

Kidscape Parent Advice Line: 020 7823 5430 (Mon-Thurs, 9am – 1pm)

ChildLine: 0800 1111

Child Power Leaflet: available via Swim England website – www.swimming.org

Youth Access: (Mon-Fri 9.30am – 1pm and 2pm – 5.30pm) 020 8772 9900

Family Lives: (formerly Parentline Plus) 0808 800 2222

BullyingUK: (part of Family Lives) www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links, advice and downloads