

## Anti-Bullying Policy - BWSC

Bullying of any kind is unacceptable and will not be tolerated within our club and any incidents of bullying will be dealt with promptly and effectively.

If bullying does occur, please report it (Swimmer or Parent) to one of the Coaches, a Committee member or one of the Club Welfare Officers.

If you would rather talk to someone outside of the club please call Swimline, which was launched over 10 years ago by the ASA in conjunction with the NSPCC. Their number is 0808 100 4001 (freephone).

Bullying is defined as deliberately hurtful, offensive, abusive, intimidating, malicious or insulting behaviour in the form of words or actions which may cause other members of the club to feel unhappy, humiliated, angry, vulnerable or threatened.

Bullying can be:

- Emotional-being unfriendly, exclusion (emotional and physical), ridiculing, humiliating, ignoring and tormenting e.g. (hiding goggles/floats).
- Physical-pushing, kicking, hitting, punching or any use of violence or violent threats. Any deliberate damage to personal belongings.
- Racist-Racial taunts, graffiti, gestures, mocking.
- Sexual-Unwanted physical contact or sexual comments.
- Homophobic -Because of, or focusing on the issue of sexuality.
- Verbal-Name calling, sarcasm, spreading rumours, teasing, e.g. being disparaging about someone's performance or generally acting against team spirit.
- Cyber -sending hurtful or harassing text messages, or putting hurtful, humiliating or derogatory comments on social networking sites like Facebook.

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 different ways of behaving!

Procedure

- The bullying behaviour or threats of bullying will be investigated and stopped quickly.
- An attempt will be made to help the bully (bullies) understand the seriousness and change their behaviour accordingly.
- In cases of serious bullying, parents will be informed and invited to a meeting to discuss.
- The incident may be referred to the ASA.

- If necessary and appropriate, the Police will be consulted.
- If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the Club Constitution which includes expulsion.