

ANTI-BULLYING POLICY

Brackley Swimming Club is committed to providing a caring, friendly and safe environment for all its members to enable them to learn to swim or train in a safe, secure and relaxed atmosphere. Bullying of any kind is unacceptable within our Club but should there be an incident of bullying, this will be dealt with promptly and effectively. Anyone who is aware or suspects that bullying is taking place is expected to report this to the Club Welfare Officer, Coach, Teacher or any other officer of the Club.

The Object of this Policy is to ensure that:

- All Club Officers, Coaches, Teachers and members should have an understanding of what bullying is.
- All parents and guardians should have an understanding of what bullying is.
- All Club Officers, Coaches and Teachers should know the Club's policy on bullying and follow it if bullying is reported.
- All members and parents should know the Club's policy on bullying and what they should do if it arises.

What Is Bullying?

Bullying is the intentional and repetitive hurting of one person or group by another person or group. It can happen face-to-face or online 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, humiliating, setting people up and rumour spreading.
- Cyber: 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 of Bullying

Although a child may not necessarily explicitly state they are being bullied, they may still display signs or behaviours indicative of being bullied. Adults should be aware of the signs and behaviours and be prepared to investigate if a child:

- Is frightened of walking to or from training.
- Doesn't want to go on the Club bus.
- Changes their usual routine.
- Is suddenly unwilling to go to training or competition.

- Feels ill at training times and does not want to go.
- Becomes withdrawn, anxious, or lacking in confidence.
- Starts stammering.
- Cries themselves to sleep at night or has nightmares.
- 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.
- Appears nervous or jumpy when a message is received.
- Attempts or threatens suicide or runs away.
- Gives improbable excuses for any of the above.

The above signs and behaviours could indicate other problems, but bullying should be considered as a possibility so that it can be investigated and, if necessary, ruled out.

Procedures

- Report incidents of bullying to the Welfare Officer, Coach, Teacher or other Club Officer.
- Any bullying incident will be referred to the Club Welfare Officer if s/he is unaware.
- In serious cases, parents will be informed and asked to attend a meeting to discuss.
- If necessary, the police will be contacted.
- If bullying is found on the 'balance of probability' to have taken place, appropriate action will be taken. This will include an attempt to help the bully/bullies change their behaviour.

Outcomes

This will depend on severity and may include:

- An apology from the bully/bullies.
- A series of verbal and/or written warnings may be given.
- In more serious cases, suspension or exclusion may be considered.
- The incident will be recorded on a member's Club record.
- The incident may be reported to Swim England.
- If possible, the members will be reconciled.

After the incident(s) has been investigated and appropriately dealt with, each case will be monitored to ensure repeated bullying does not continue or re-occur.

Prevention

Preventative methods may include:

- Signing a Club Behaviour Contract.
- Referral to another Organisation.

Helpful Organisations:

- Swimline: 0808 100 4001
- Kidscape Parents Helpline: 0845 1 205 204
- Kidscape website
- ChildLine: 0800 1111
- Child Power Leaflet: available from jenni.dearman@swimming.org
- Child Power Online: via the Swim England website
- Youth Access: 020 8772 9900
- Family Lives: 0808 800 2222
- BullyingUK: (part of Family Lives) www.bullying.co.uk