

Anti Bullying Policy

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our members so they can swim and coach in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our club. Anyone who knows that bullying is taking place is expected to report it to the club Welfare Officer, coach or club official. All incidents will be looked into and dealt with promptly.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:-

Emotional - being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting, (e.g. hiding goggles/floats, threatening gestures).

Physical - pushing, kicking, hitting, punching or any use of violence.

Racist - racial taunts, graffiti, gestures

Sexual - unwanted physical contact or sexually abusive comments

Homophobic - because of, or focusing on the issue of sexuality

Verbal - name-calling, sarcasm, spreading rumours, teasing

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 (or their actions could be perceived by others as bullying) need to learn different ways of behaving. The club has a responsibility to respond promptly to issue of bullying.

Who to contact?

If you are being bullied, or believe any other club member is in that unfortunate position, please report it immediately to any Coach, Club Official or Club Welfare Officer who will deal promptly with the issue.

If you wish to make a formal complaint, then please follow the formal complaints procedure. All formal complaints must be made in writing and submitted to the Committee / Club Welfare Officer.

Debbie Heard
Club Welfare Officer

31st October, 2013