

# Hillingdon Swimming Club

## Anti-Bullying Policy & Action Plan

### Anti- Bullying Policy

#### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our members so they can swim in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all swimmers or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** club. This means that anyone who knows that bullying is happening is expected to tell the club welfare officer or any committee member.

#### 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:**

- 1 Emotional – being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting, e.g. Hiding goggles/floats, threatening gestures.
- 2 Physical – pushing, kicking, hitting, punching or any use of violence
- 3 Racist – racial taunts, graffiti, gestures
- 4 Sexual – unwanted physical contact or sexually abusive comments
- 5 Homophobic – because of, or focusing on the issue of sexuality
- 6 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 need to learn different ways of behaving. This club has a responsibility to respond promptly and effectively to issues of bullying.

#### Objectives of this Policy

- 1 All committee members, coaches and teachers, swimmers, pupils and parents should have an understanding of what bullying is.
- 2 All committee members, teaching and coaching staff should know what the club policy is on bullying, and follow it when bullying is reported.
- 3 All swimmers and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- 4 As a club we take bullying seriously. Swimmers and parents should be assured that they would be supported when bullying is reported.
- 5 Bullying will not be tolerated.

#### Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- 1 Says he is being bullied
- 2 is unwilling to go to club sessions
- 3 becomes withdrawn anxious,
- 4 or lacking in confidence
- 5 feels ill before training sessions.
- 6 comes home with clothes torn or swimming equipment damaged
- 7 has possessions go "missing"
- 8 asks for money or starts stealing money (to pay bully)
- 9 has unexplained cuts or bruises
- 10 is frightened to say what's wrong
- 11 gives improbable excuses for any of the above

#### **IN MORE EXTREME CASES**

- 1 **starts stammering**
- 2 **cries themselves to sleep at night or has nightmares**
- 3 **becomes aggressive, disruptive or unreasonable**
- 4 **is bullying other children or siblings**
- 5 **stops eating**
- 6 **attempts or threatens suicide or runs away**

**These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.**

#### Procedures

1. Report bullying incidents to the club welfare officer or a member of the committee.
2. In cases of serious bullying, the incidents will be referred to the ASA for advice.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

# Hillingdon Swimming Club - Anti-Bullying Policy & Action Plan

## Anti-Bullying Action Plan

**If the club decides it is appropriate for it to deal with the situation, Hillingdon Swimming Club will follow the procedure outlined below.**

- 1) Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
- 2) If this fails or it is not appropriate, a two or three person panel (made up from Executive Committee members) will meet with the parent and child alleging the bullying to get details of the allegation. Minutes will be taken for clarity, and these will be agreed by all as a true account.
- 3) The same 2-3 people should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
- 4) If in the panel's view bullying has taken place the swimmer will be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
- 5) In some cases the parent can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee will monitor the situation for a given period to ensure the bullying is not being repeated.
- 6) All coaches involved with both swimmers should be made aware of the concerns and outcome of the process i.e. the warning.

### **In the case of adults reported to be bullying swimmers under 18**

- 1) The ASA will be informed and advice on any action to be taken.
- 2) It is anticipated that in most cases where the allegation is made regarding a teacher or coach, child protection awareness training may be recommended.
- 3) More serious cases will be referred to the ASA.

### **Prevention**

- 1 The club will have a written anti-bullying policy, which is made available to all members and parents of child members.
- 2 All members and parents of child members agree to accept and abide by the anti-bullying policy upon joining the club.
- 3 The Executive committee will raise awareness about bullying, why it matters, and address any issues of bullying that arise in the club through the anti-bullying policy.