



# Anti-Bullying Policy

Cleethorpes and District Swimming Club Ltd.

Cleethorpes and District Swimming Club (the Club) adopts all contractual policies and procedures defined by their governing body the Amateur Swimming Association (Swim England).

## 1. Statement of Intent

Cleethorpes and District Swimming Club are committed to providing a caring, friendly and safe environment for all members so they can learn to swim or train in a relaxed and secure atmosphere. Bullying of any kind is unacceptable within our sport. If bullying does occur, all swimmers or parents should be able to report the incident to the club welfare officer, coach, teacher or club officer and know that it will be dealt with promptly and effectively.

## 2. What is Bullying?

The anti-bullying alliance defines bullying as “the repetitive, intentional hurting of one person or group by another person or group where the relationship involves an imbalance of power.”

<u>Emotional</u>	Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.
<u>Physical</u>	Any degree of physical violence including hitting, kicking, and pushing. Intimidating behaviour, theft, or the intentional damage of possessions
<u>Racist</u>	Bullying based on ethnicity, skin colour and language, religious or cultural practices.
<u>Sexual</u>	Unwanted physical contact or sexually abusive comments to cause offence humiliation or intimidation.
<u>Verbal</u>	Name calling, persistent teasing, mocking, taunting and threats.
<u>Cyber</u>	the misuse of digital technologies or communications to bully a person or group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety, or humiliation.

## 3. Objectives of Policy.

Committee members, coaches, poolside helpers, swimmers and parents should have an understanding of what bullying is.

Committee members and coaches should know what the club policy is on bullying and follow it when bullying is reported.

Swimmers and parents should know what the club policy is on bullying, and what to do if bullying arises.

As a club we take bullying seriously and swimmers and parents should be assured that they will be supported when bullying is reported.

#### 4. Procedure and Club Action.

1. All reports of bullying incidents should be reported to the club welfare officer, coach, teacher, or other officer of the club, taken seriously, and responded to quickly.
2. The coach and club welfare officer may ask all parties involved to meet and attempt reconciliation. Often an apology solves the problem.
3. If this fails or is not appropriate, a small panel (made up from the club's welfare officer and committee members) should meet with the parents and child alleging bullying to get details of the allegation. Minutes should be taken, and these should be agreed as accurate.
4. The same panel 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. Again, minutes should be taken, and agreed.
5. If there are any witnesses the same panel is to speak to them to determine what they saw and any other information they may have, if the witness were a child the panel would make contact via the parent.
6. If bullying has, in their view taken place the bully should be warned and put on notice of further action. Should bullying continue sanctions might range from temporary suspension from training sessions, selection for galas to permanent suspension. This may be decided by the Management Committee. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
7. In some cases, the parent of the bully or bullied swimmer can be asked to attend training sessions. The club committee should monitor the situation for a given period to ensure the bullying is not repeated.
8. All coaches involved with both swimmers should be made aware of the concerns and outcome of the process i.e., the warning.
9. In cases of serious bullying, the incidents will be referred to Swim England for advice.
10. If necessary and appropriate, police will be consulted.

#### In cases of adults reported to be bullying swimmers under 18.

Swim England should always be informed and will advise on appropriate action. It is anticipated that in most cases where the allegation is made regarding a poolside helper or coach, child protection awareness training may be recommended. However, members should be mindful that more serious cases may be referred to the Police or Social Services.

It is important when considering your concern that you also consider the needs and wishes of the Adult at Risk, considering the nature of the issue or concern. However, regardless of the nature of the 'raised concern' the Club and Swim England will provide support and guidance for anyone who deems a report is required to protect the safety of a member of the Club who is deemed vulnerable.

#### 5. Further Support and Advice.

The Club and Swim England will provide support and guidance for anyone who requires assistance and advice.

You can speak to the clubs:

- **Welfare Officer** [welfare.cads@gmail.com](mailto:welfare.cads@gmail.com)
- **Swim England by emailing** [equality@swimming.org](mailto:equality@swimming.org)