

LSC ANTI-BULLYING POLICY

Statement of Intent

Littlehampton Swimming Club is committed to providing a caring, friendly and safe environment for all of our swimmers so they can learn to swim and train in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all swimmers 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 Welfare Officer, coach, teacher or another officer of the club.

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, tormenting (e.g. threatening gestures, hiding goggles/floats/bags on poolside or in the changing room)
- Physical - any non accidental physical contact hitting in the pool or changing area
- Racist - racial taunts, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of the internet, such as email & internet chat room misuse; mobile threats by text messaging & calls; misuse of associated technology , i.e. camera and video facilities

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.

Littlehampton Swimming Club will respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All club officers, teachers and coaches, swimmers and parents should have an understanding of what bullying is.

- All club officers, teachers and coaches should know what the school policy is on bullying, and follow it when bullying is reported.
- All swimmers and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously. Swimmers and parents should be assured that they will be supported when bullying is reported.

BULLYING MUST NOT AND WILL NOT BE TOLERATED

If bullying is reported Littlehampton Swimming Club will:

- Take all reports/suspicions of bullying very seriously and act in accordance with the ASA Wavepower guidelines
- Investigate all allegations and take action to ensure the victim is safe. Speak with the victim and the bully separately.
- Provide support to the victim and liaise with their parents/carers.
- Inform the bully's parents/carers, where the bully is a child.
- Talk with the bully, explain the situation, and try to get the bully to understand the consequences of their behaviour. Seek an apology to the victim.
- Encourage and support the bully to change behaviour.
- Impose sanctions on the bully as necessary in accordance with the Code of Conduct for Swimmers, except where the allegation has become the subject of a Child Protection Investigation by the police or social services where the bully, whether staff, parent or child, will be suspended from the Club pending the outcome of any such investigation and decision by the Littlehampton Swimming Club Disciplinary sub-committee or Club Management Committee as appropriate.
- Hold meetings with the families involved to report on progress.
- Keep a written record of any action taken and maintain confidentiality.