

Anti-Bullying Policy

Policy Statement

At Swindon Dolphin ASC swimming club 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 this club, and if it does occur swimmers and parents should be able to tell and know that incidents will be dealt with promptly and effectively. 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:

- Emotional – being unfriendly, excluding (emotionally and/or 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 and no one deserves to be a victim of bullying in any form. Everybody in our club has a right to be treated with respect, and we have a responsibility to respond quickly and effectively to deal with bullying.

Signs and Symptoms

Adults should be aware of the following, as they may be an indication that a child is being bullied and should be investigated:

- Says he/she is being bullied
- Is unwilling to go to club sessions
- Becomes withdrawn, anxious or lacking in confidence
- Feels ill before training sessions
- Comes home with clothes torn or equipment damaged
- Has possessions 'go missing'
- Asks for money, or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above.

In extreme cases:

- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts or threatens suicide or runs away.

It is important to note that these signs and symptoms may indicate other problems, but bullying should be considered a possibility and investigated.

Objectives of Swindon Dolphin ASC Anti-Bullying Policy

1. All committee members, coaches, parents and swimmers should have an understanding of what bullying is.
2. All committee members, teaching and coaching staff should know what the club policy on bullying is, and follow it when bullying is reported.
3. All parents and swimmers should know what the club policy on bullying is, and what they should do if bullying arises.
4. Swindon Dolphin ASC takes bullying seriously. All swimmers and parents should be assured that they would be supported when bullying is reported.
5. Swindon Dolphin ASC will not tolerate bullying in any form.

Procedures

1. Report bullying incidents to the club [Welfare Officer, Christine Wright](#), or a member of the committee/coaching staff, or to Swimline.
2. In serious cases of bullying, the incidents will be referred to the ASA for advice, in line with the Child Protection Policy of the Swindon Dolphin ASC and the ASA.
3. Parents will be informed and asked to come to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour, or threats of bullying, will be investigated in line with Swindon Dolphin ASC and the ASA Child Protection Policy, 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, Swindon Dolphin ASC will initiate disciplinary action under the club constitution.

Swindon Dolphin ASC Club Action

If the club decides it is appropriate for them to deal with the situation Swindon Dolphin ASC will follow the feedback procedure