

# Anti Bullying Policy



## This policy aims to:

- ❖ Encourage good relationships between swimmers
- ❖ Develop trust between swimmers, coaches and families
- ❖ Prevent problems occurring
- ❖ Suggest ways of dealing with problems should they arise
- ❖ Developing positive relationships and resolving differences are shared responsibilities between the swimmer, the family and the club

## Definition of Bullying

Bullying can take many forms, but for a swimmer being bullied it can include:

- ❖ Being repeatedly picked on
- ❖ Being hit, kicked or threatened with physical violence
- ❖ Being subject to nasty or offensive comments
- ❖ Not being spoken to

If two swimmers of equal power or strength have an occasional quarrel, this is not bullying.

## Strategies for Dealing with Bullying

On receiving a report of bullying, the person receiving a report should:

- ❖ Listen, reassure and take the matter seriously
- ❖ Record the nature of the bullying, the background and the frequency
- ❖ Inform the club Welfare Officer, her deputy or the club Chairperson.
- ❖ Speak to the swimmer alleged to have carried out the bullying, listen and record what they say
- ❖ Consider both sides of the incident
- ❖ Report back to the victim
- ❖ Suggest action to re-establish positive relationships between both parties
- ❖ Support the victim and encourage them to be assertive
- ❖ Help the alleged bully challenge his/her behaviour
- ❖ If appropriate, consider punishments, such as withdrawal from swimming for a session/period
- ❖ Ensure the parents/carers are informed
- ❖ Monitor the behaviour

## **Action for Swimmers**

- ❖ If you feel you are being bullied, tell a coach or other adult helper in whom you can confide
- ❖ Tell the person(s) responsible that you want them to stop, be prepared to say 'No'
- ❖ Try to ignore comments and not to react
- ❖ Do not give the bully any power – remember, the bully has the problem, not you!
- ❖ If you witness any bullying of others, tell someone

## **Action for Parents/Carers**

- ❖ Encourage your child to talk about what happens at Otters
- ❖ Listen and take seriously any reports of bullying
- ❖ Try to establish the facts
- ❖ Contact your child's coach, the club welfare officer or any committee member
- ❖ Work with the club to develop strategies to support your child
- ❖ Remember that keeping your child at home does not solve the problem
- ❖ If your child is responsible for bullying, make it clear that such behaviour is unacceptable – work with the club to develop strategies to change behaviour