



ANTI-BULLYING POLICY

TSWPC expects all members to treat each other with courtesy and respect. Everyone has the right to be safe and secure at the club and to be protected, so that all may flourish without fear of unfair treatment or harassment. The Club's approach to bullying is clear: it is always unacceptable, and the club will, therefore, do all it can to prevent it. ***The following policy is taken from Swim England (Wavepower 2020/23)***

Bullying of any kind is unacceptable within our sports. If bullying does occur, all our members or parents/guardians should be able to tell and know that incidents will be dealt with promptly and effectively. We are a telling organisation. This means that anyone who knows that bullying is happening is expected to tell the Club Welfare Officer, coach, teacher, or another club officer.

What is bullying behaviour?

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. Bullying can be physical, verbal, or psychological. It can happen face-to-face or through cyberspace".

Bullying can include:

- Verbal: name calling, persistent teasing, mocking, taunting and threats.
- Physical: any degree of physical violence including hitting, kicking, and pushing.
- Intimidating behaviour, theft, or the intentional damage of possessions.
- Emotional: excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.
- Cyber: the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety, or humiliation.

Why are children bullied?

Children are commonly bullied because of a real or perceived "difference". This difference can be anything but could be attributed to:

- Racist: bullying based on ethnicity, skin colour, and language, religious or cultural practices.
- Homophobic and transphobic: bullying based on sexuality or gender identity.
- Disablist: bullying children who have special educational needs and disabilities.
- Sexual: unwelcome sexual advances, comments that intended to cause offence, humiliation, or intimidation.
- Discriminative: Bullying based on any perceived weakness or difference. This could be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability, or ability. It could also be factors surrounding the way someone looks or the clothes they wear, their family and social situation, hobbies, and interests.



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What are the signs of bullying?

It is not always easy or even possible to tell whether someone is upset. People who feel under emotional pressure may find it hard to talk. There may be changes in behaviour, such as shyness and nervousness, demands for attention, feigned or real illness. Work and sleep patterns may change. There may be lack of concentration or withdrawal, and a swimmer who is being bullied or feels vulnerable may be unwilling to attend club.

What is expected of coaches, swimmers, committee members and parents?

All those involved in the club - and this includes committee members, swimmers, parents and coaches have a responsibility to show that they believe that any form of bullying is unacceptable - and to set an example, which reflects that view. All members of the Club should help to create an atmosphere in which bullying will be spoken of openly, taken seriously and responded to with appropriate action. A young swimmer who is being bullied should tell their parents their coach, another coach, or the Welfare Officer. Adult swimmers should tell their coach, another coach, or the Welfare Officer.

It is important that any cases of bullying are reported to someone whom the victim feels able to talk to. Any swimmer who suspects bullying should report it to their coach. A parent who is concerned that a swimmer (their own child or another swimmer) may be being bullied, should speak to their coach or to the Welfare Officer.

The club wants to help, and it expects coaches, swimmers, parents, and committee members to:

- treat each other with respect and sensitivity
- think carefully before speaking/acting (whether face-to-face or via any form of media) in ways which may cause upset
- respect differences and variety
- be sensitive to the fact that what may seem fun to some (especially a group) may seem much more threatening to others (especially an individual)
- show kindness and consideration to those who appear unhappy or vulnerable
- make a stand against those who ignore or go against these aims

The club raises the awareness of coaches to these issues through professional third-party training, and action is taken to reduce the risk of bullying at times and in places where it is most likely to occur.

Implementation of the policy

Coaches will remind swimmers at the start of each year of their responsibility to ensure that bullying does not occur and to talk to a coach if they witness or suspect bullying.

The club will try to keep parents informed if and when it may be dealing with a significant bullying situation. Parents are asked to let the club (usually the coach) know directly if they have cause for concern, either on behalf of their own child or because of rumours about incidents involving others. The club always tries to handle information discreetly, and although what coaches and committee members are told will be in confidence the club cannot promise secrecy. If matters need to be followed up the Club



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will do so with sensitivity. It is much easier to resolve issues at an early stage. Once investigated, every effort will be made to solve the problem and change the behaviour of the perpetrator(s). This process will normally be carried out by the Welfare Officer.

Potential club actions if bullying is found:

- An apology from the bully and an agreement on future behaviour.
- A formal behaviour contract and ongoing monitoring to prevent repeated bullying.
- Disciplinary action such as a written warning, temporary suspension, or permanent exclusion.
- Ensure all actions are recorded and that all parties are kept informed on what is happening and the outcomes.

For the majority of incidents (whether isolated or occurring over a period of time), disciplinary sanctions will normally be applied, and may extend to suspension or in the gravest cases of severe or persistent bullying expulsion from the club. The policy is applied in conjunction with Codes of Conduct, which can be found on the website (also view social media and mobile phone policy relating to Cyber issues).

Further help can be found at:

Kidscape: kidscape.org.uk

Anti-Bullying Alliance: anti-bullyingalliance.org.uk

NSPCC Child Protection in Sport Unit: the cpsu.org.uk

Childline: childline.org.uk

Bullying UK: bullying.co.uk

Swim England – To review the full WaverPower 2020-2023 policy go to:

<https://www.swimming.org/swimengland/wavepower-child-safeguarding-for-clubs/>