

## Anti Bullying Policy

### Signs and symptoms:

A child may show they are being bullied by physical signs or by behaviour. Adults should investigate if a child:

- Says they are being bullied
- Is unwilling to go to club sessions
- Becomes withdrawn, anxious, or lacking in confidence
- Falls ill before training sessions
- Comes home with clothes torn or swimming 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’s wrong
- Gives improbable excuses for any of the above In more extreme cases:
- Starts stammering
- Cries themselves to sleep at night or has night mares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts or threatens suicide or runs away

These signs may indicate other problems but bullying should be considered as a possibility and should be investigated.

### Procedures

If you are being bullied or suspect that someone else is being bullied you must report the incident either to the club welfare officer or by ringing Swim line – (0808 100 4001). Alternatively you can tell your coach/teacher who will in turn inform the club welfare officer or any Committee member.

### Action taken:

Bullying is reported

Parents informed and asked to meeting

Bullying behaviour will be investigated and stopped

An attempt will be made to make bully (or bullies) change their behaviour

If mediation fails and the bullying is seen to continue disciplinary action will be taken

## **Club action on bullying**

1. An attempt will be made to get those involved together, and see if a simple action like an apology will solve the problem.
2. If this is not appropriate or possible a small panel comprising of the welfare officer and at least two other members of the committee will meet with the child who claims they are being bullied and their parents. Minutes will be taken to ensure there are no misunderstandings and will be signed and agreed as a true account by the child.
3. The same group of people will meet with the alleged bully and their parents to tell them of the accusations and to give them a chance to give their own views. Minutes will be taken to ensure there are no misunderstandings and agreed as a true account by the child.
4. If bullying is deemed to have occurred the following action(s) will be taken:
  - The bully will be warned and put on notice of further action – i.e. suspension or expulsion.
  - The club will monitor the situation to ensure the bullying is not being repeated.
  - The coaches/teachers involved with all parties will be kept informed of the progression and outcomes of these meetings.

### **Other additional actions may include:**

- The parties may be asked to attend a reconciliation meeting.
- The parents of the bully or bullied swimmer may be asked to attend training sessions for a given period of time. If the reported case involves adults bullying swimmers under 18 then:
  1. The ASA will be informed and advice taken on possible action.
  2. Child protection awareness training will be recommended if appropriate.
  3. Serious cases will be referred to the police, social services or judicial complaints procedure.