



Teesdale Tiger Sharks ASC

Anti-Bullying Policy

As a SE club we are bound by the stipulations of the Swim England Anti-Bullying Policy as found in Wavepower 2020-23. This can be found and downloaded from the SE website:

www.swimming.org/swimengland/wavepower-child-safeguarding-for-clubs/

We have however for your convenience summarised the main points covered in this policy.

Anti-Bullying Policy

Swim England and Teesdale Tiger Sharks ASC are committed to providing a caring, friendly and safe environment for all our members so they can learn to swim or train in a relaxed and secure atmosphere. 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.**

Objective of the policy:

Is to ensure that all those associated with the club are aware of the anti-bullying policy, are aware that bullying will not be tolerated and that when reported will be acted upon by the club.

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”.

Why are children bullied?

Children are most commonly bullied because of a real or perceived “difference”. This difference can be anything but could be attributed to: race, sexual orientation, disability or sex/gender characteristics.

Signs and indicators :

A child may not always ask for help or tell you their concerns. There may be signs or behaviours that indicate they may be being bullied. Adults should be aware of these signs and be prepared to investigate. Changes in behaviour at home but particularly changes of behaviour related to participation in training and the social aspects of club memberships should be viewed with concern.(see exhaustive list on Wave Power)

The response to bullying:

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying others need to learn different ways of behaving. Most bullying incidents are not crimes. But some types of bullying are illegal and should be reported to the police.

All Swim England affiliated organisations have a responsibility to respond promptly and effectively to issues of bullying.

Report bullying incidents to the Club Welfare Officer, coach, teacher or other officer at the club. The Club Welfare Officer should be informed if a report of bullying is received by another officer so that appropriate action is taken.

Actions that will /may be taken:

Discussing the bullying with parents /guardians of swimmers involved.

Police notified if criminal offence evident.

Panel of club officials to investigate if bullying rather than breach of code of conduct. They will follow a process that will include meeting with alleged bully+parent/guardian as also victim+parent.

If following investigation bullying has been confirmed, the possible outcomes can be: apology plus behavioural agreement with the bully, possibly warning or temporary or full suspension from the club. Both the investigation and the outcome will be recorded and compliance monitored.

Prevention:

By ensuring that all swimmers and members are aware of and sign codes of conduct , and by all swimmers and members being alert to any infringements of these codes, the risk of bullying at a club can be reduced.

PLEASE NOTE: as opposed to schools, swimming clubs do not have a statutory obligation to act upon bullying outside the setting of club activities. However, swimmers and parents/guardians can be signposted to the appropriate pathway if they bring the matter to the attention of club officials.

Finally: this statement of policy should not replace accessing the full policy on WavePower when you or a swimmer have concerns in this area; it serves as a guide only.

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