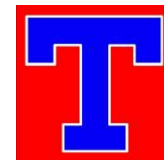




Tiverton Swimming Club

Swim England Anti-Bullying Policy



Statement of intent

Swim England and Tiverton Swimming Club 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 at our club. If bullying does occur, all members should be able to speak out and feel reassured 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 at Tiverton swimming club.**

Objectives of this policy

- All club members, teachers, coaches, officers of the club and parents/carers should understand what bullying is.
- All club members, teachers, coaches, officers of the club and parents/carers should know what the club policy is on bullying and follow it when bullying is reported.
- As an organisation we take bullying seriously. Members and parents/carers should be assured that they will be supported when bullying is reported at the club.
- Bullying will not be tolerated.

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:

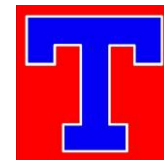
- **Verbal:** name calling, persistent teasing, mocking, taunting and threats.
- **Physical:** any degree of physical violence, including hitting, kicking, and pushing. Intimidating behaviour, theft, or the intentional damage of possessions.
- **Emotional:** excluding, tormenting, ridiculing, humiliation, 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.
- **Racist:** bullying based on ethnicity, skin colour, language, religion, or cultural practices.
- **Homophobic and transphobic:** Discrimination based on sexuality or gender identity.
- **Sexual:** unwelcome sexual advances, comments that are intended to cause offence, humiliation, or intimidation. This could include pressure to send images of a sexual nature.
- **Disablist:** bullying children who have special educational needs and disabilities.
- **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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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 if a child is:**

- Unwilling to go to club sessions.
- Becomes withdrawn, anxious, or lacking in confidence.
- Feels ill before or during training sessions or feigns sickness.
- Starts to drop in their level of training or competition.
- Does not want to travel with the club or attend club events.
- Comes home with clothes torn or training equipment damaged.
- Has possessions that go 'missing'
- Has unexplained cuts and bruises.
- Asks for money or starts stealing money (to pay the bully).
- Is frightened to say what's wrong.
- Becomes aggressive, disruptive, or unreasonable.
- Starts stammering.
- Cries themselves to sleep or has nightmares.
- Is bullying siblings or other children.
- Stops eating or has poor appetite.
- Attempts or threatens suicide or runs away.
- Gives improbable excuses for any of the above.

This list is not exhaustive and could indicate other problems, but bullying should be considered a possibility and should be investigated.

Why is it important to respond 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. This includes bullying that involves violence, assault, and theft; harassment or intimidation over a period of time including calling someone names or threatening them, making abusive phone calls, and sending abusive emails or text messages (one incident is not normally enough to get a conviction); and anything involving hate crimes.

Tiverton swimming club has a responsibility to respond promptly and effectively to issues of bullying.

Process to follow for reports of bullying.

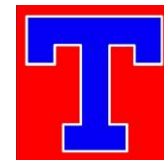
- Report incidents of bullying to the Club welfare officer, coach, teacher, or other officer at the club.
- The Club Welfare Officer should be informed if a report of bullying is received by another officer so that appropriate action is taken.

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- The Club Welfare officer will discuss the concerns with the Club Chair to decide whether the matter should be dealt with as an alleged breach of the club Code of Conduct or whether the matter proceeds under the Anti-Bullying Policy.
- Advice can be sought at any time from the County or Regional Welfare Officer, Swim England Child Safeguarding Team or Swimline on 0808 100 4001.
- Bullying behaviour, or threats of bullying, must be investigated and the bullying must be stopped quickly.
- Parents/carers should be informed and may be asked to come to a meeting to discuss the problem.
- Attempts will be made to help the bully to change their behaviour.
- If bullying is found, appropriate action will be taken.
- If necessary and appropriate, the police should be consulted.
- All actions will be recorded, and all parties kept informed on what is happening and the outcomes.
- If bullying is seen to continue despite best efforts to stop the behaviour, the club may initiate disciplinary action under their club constitution. See the TSC Disciplinary Procedure available on www.tiverton-swimming.co.uk for further details.

Potential club actions if bullying is found.

- An apology from the bully and an agreement on appropriate future behaviour.
- A formal behaviour contract and ongoing monitoring to prevent repeated bullying.
- If possible, the members will be reconciled.
- Disciplinary action such as a written warning, temporary suspension, or permanent exclusion from the club.
- After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

Everybody within the club has a responsibility to work together to stop bullying. We will use Kidscape methods for helping children to prevent bullying, these may include:

- Writing a set of 'club rules'- the members code of conduct available on TSC website.
- Signing a behaviour contract - see template in TSC disciplinary procedure.
- Having discussions about bullying and why it matters if appropriate.

Cyberbullying awareness

Behaviour that is classed as cyberbullying can include:

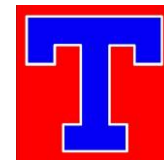
- Abusive comments, rumours, gossip, and threats over the internet or using other digital communications. This includes 'trolling'.
- Sharing pictures, videos, or personal information without consent and with the intent to cause harm and/or humiliation.

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- Hacking into someone's email, phone, or online profiles to extract or share personal information, or to send abusive or inappropriate content whilst posing as that person.
- Creating specific websites that negatively target an individual or group.
- Blackmail or pressuring someone to do something online they do not want to do.

Some cyberbullying activities could be criminal offences under a range of different laws. **Tiverton Swimming Club does not have the power to be able to investigate children allegedly using their personal social media sites to cyberbully or use their personal social media inappropriately towards others.** State schools do however have powers under the Education act 2002 to intervene in bullying incidents in the community and online.

If children involved in alleged cyberbullying are members of Tiverton swimming club, Parents/carers can be assured that the club will ensure that behaviour within the club environment remains in accordance with the club Code of Conduct.

Practical steps parents and carers can take with Cyberbullying:

- Screen shot evidence of cyberbullying.
- Show your Child how to block anyone who posts hateful or abusive things.
- Report anyone who is bullying your child to the media platform that carried the offending comments- use a 'report now button'.
- Advice can also be sought by the police or your child's school.

Further help can be found at:

Kidscape: [Kidscape.org.uk](https://www.kidscape.org.uk)

Anti-bullying Alliance: [anti-bullyingalliance.org.uk](https://www.anti-bullyingalliance.org.uk)

NSPCC Child Protection in Sport Unit: [thecpsu.org.uk](https://www.thecpsu.org.uk)

ChildLine: [childline.org.uk](https://www.childline.org.uk)

Bullying UK: [bullying.co.uk](https://www.bullying.co.uk)