

**ANTI-BULLYING POLICY**

1. Eston ASC have a duty to and are committed to providing a caring, friendly and safe environment for all of our members so they can swim in a relaxed and secure atmosphere. Bullying of any kind is unacceptable within our club and any incidents of bullying will be dealt with promptly and effectively. If bullying does occur, anyone (Children or Parents) are actively encouraged to report any cases of bullying to the Club Welfare Officer or any Committee Member.

**What Is Bullying?**

1. Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

**Bullying can be in the form of :**

· Emotional -being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting, (e.g. hiding goggles/floats, threatening gestures)

· Physical -pushing, kicking, hitting, punching or any use of violence

· Racist -racial taunts, graffiti, gestures

· Sexual -unwanted physical contact or sexually abusive comments

· Homophobic. because of, or focusing on the issue of sexuality · - Verbal -name-calling, sarcasm, spreading rumours, teasing

**Why 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.

· Swimmers who are bullying need to learn different ways of behaving. ·

**BULLYING WILL NOT BE TOLERATED BY ESTON ASC**.

**Procedures**

· Report bullying incidents to the club welfare officer or a member of the committee or ring Swimline 0808 100 4001

· In cases of serious bullying, the incidents will be referred to the Swim England for advice

· Parents should be informed and will be asked to come in to a meeting to discuss the problem

· If necessary and appropriate, police will be consulted

· The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

· An attempt will be made to help the bully (bullies) change their behaviour · If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

Extract from Swim England Child Welfare & Safeguarding Policy (Wavepower 2016-2019)