****

Dewsbury Amateur Swimming Club

Bullying Policy

**Policy Reviews**

|  |  |  |  |
| --- | --- | --- | --- |
| **Date** | **Reviewed By** | **Signature** | **Next Review Due** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

*Dewsbury Amateur Swimming Club*

**Anti-Bullying Policy**

Dewsbury Amateur Swimming Club follows the ASA guidelines on Child protection and Anti bullying.

**Statement of Intent**

 Dewsbury Amateur Swimming Club want all members to feel that they are in a welcoming club which allows them to swim in a relaxed manner and makes them feel safe and accepted.

 We are a **telling** club. This means that: **if we know bullying is happening we MUST tell the club welfare officer or any other committee member (or you can tell a coach who will in turn pass it on to the club welfare officer) so that they can deal with it.**

**What is bullying?**

Bullying is deliberately hurtful behaviour, usually repeated over a period of time where it is difficult for those being bullied to defend themselves. Bullying can be:

* Verbal - Name calling, sarcasm, spreading rumours, teasing.
* Emotional - Being unfriendly – sending hurtful text messages, cyber bullying, tormenting (e.g. hiding goggles/floats, using threatening gestures), asking for money.
* Physical – Pushing, hitting, kicking, and throwing equipment or any physical violence.
* Racist – Racial taunts, gesture, graffiti.
* Sexual - Unwanted physical contact or any comments which make you feel uncomfortable in a sexual way including homophobic comments.
* Homophobic - because of, or focusing on the issue of sexuality.
* Cyber bullying – using communications technology especially mobile telephones, cameras, social media and the internet to deliberately upset someone.

**Why is it important to respond to bullying?**

 Bullying is hurtful and no one deserves to be the victim of bullying – everyone deserves respect. Members who are bullying need to learn different ways of behaving. Dewsbury Amateur Swimming Club is committed to responding to bullying promptly and effectively.

**Object of this policy**

* To ensure that all committee members, coaches, teachers, members, swimmers, and parents have an understanding of what bullying is.
* To ensure all committee members, teaching and coaching staff know what the club policy is on bullying and follow it when bullying is reported.
* All members, swimmers and parents know what the club policy is on bullying and what they should do if bullying arises.

As a club we take bullying seriously. Members, swimmers and parents will be supported when bullying is reported and all reports will be treated in a confidential manner.

**Signs and symptoms of bullying**

A child who is being bullied may show this with physical or behavioural signs. Adults should investigate if a child:

* Says that they are being bullied.
* Refuses or is reluctant to attend club sessions.
* Becomes withdrawn, lacking in confidence or anxious.
* Falls ill before training sessions
* Comes home with torn or damaged equipment.
* Have possessions go ‘missing’.
* Has unexplained cuts and bruises.
* Appears frightened.
* Gives implausible excuses for any of the above.

In more extreme cases

* Starts stammering.
* Becomes disruptive, aggressive or unreasonable.
* Has nightmares
* Is bullying other children or siblings.
* Stops eating.
* Threatens to or actually runs away.
* Attempts or threatens suicide or self-harm.

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

**Procedures**

1. Report bullying incidents to the Welfare Officer, coach, teacher or another club officer. Alternatively you can contact Swimline on 08001004001
2. The incidents will be recorded by that person and referred to the Welfare Officer if he/she is not already aware.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If  necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. If bullying is found to have occurred on the “balance of probabilities” then appropriate action will be taken including an attempt to help the bully (bullies) change their behaviour – See Behaviour Contract Template below.

**Outcomes**

1. The bully will be asked to sincerely apologise.
2. For serious cases suspension or exclusion will be considered
3. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

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.

**BULLYING MUST NOT AND WILL NOT BE TOLERATED**

**Help organisations**

Swimline – 0808 100 4001
KIDSCAPE Parents Helpline – 0845 1 205 204 – (Mon-Fri, 10am – 4pm)
Childline – 0800 1111
Child Power Leaflet available from jenni.dearman@swimming.org
Child Power online via the ASA website [www.swimming.org](http://www.swimming.org/)
Parentline Plus – 0808 800 2222
Youth Access – 020 8772 9900
Bullying Online – [www.bullying.co.uk](http://www.bullying.co.uk/)
Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk/)