



BOGNOR REGIS SWIMMING CLUB ANTI-BULLYING POLICY

Bognor Regis Swimming Club is committed to providing a caring, friendly and safe environment for all of our swimmers.

Bullying of any kind is unacceptable within our club and any incidents will be dealt with promptly and effectively.

Anyone (whether parent or child) will be encouraged to report any cases of bullying to a member of the club personnel.

The Club relies on the support of parents to ensure their children understand that bullying is wrong and that they disapprove of it.

What is Bullying?

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

Bullying can be:-

- Emotional - being unfriendly, tormenting, hiding goggles/floats. Could also be pressure from individuals upon a child's swimming.
- Physical - pushing, kicking, any use of violence.
- Racist - racial taunts, gestures.
- Sexual - unwanted physical contact or sexually abusive comments.
- Homophobic - focussing on the issue of sexuality.
- Verbal - name-calling, sarcasm, spreading rumours, teasing.

As a club we will take bullying seriously.

Parents and swimmers should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated.



Procedures: -

- Report bullying incidents to the club welfare officer or a member of the committee.
- In cases of serious bullying, the incidents will be referred to the ASA for advice.
- Parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate the Police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped immediately.
- 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.

(based on ASA Anti-Bullying Policy, 2004)

Policy review date: March 2006