



Shrewsbury ASC Anti-Bullying Policy

Shrewsbury ASC's Statement of Intent

Shrewsbury ASC is committed to providing a caring, friendly and safe environment for all our members so they can swim in a relaxed and secure atmosphere. Bullying of any sort is unacceptable at Shrewsbury ASC.

If bullying does occur, all swimmers and/or parents should be able "to TELL". We are a "TELLING" club, tell us, so action can be taken sooner rather than later. Anyone who knows that bullying is happening is expected to tell the Club Welfare Officer or any Committee Member or Coach.

What is "Bullying"?

Bullying is the use of aggression with the intention of hurting another person. It results in pain and distress for the victim. Bullying can be:

- Emotional - being unfriendly, excluding (emotionally and physically), sending hurtful text/facebook/snapchat etc messages, tormenting (for example, hiding goggles or other personal belongings) or making 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 focussing on, the issue of sexuality.
- Verbal - name-calling, sarcasm, spreading rumours, teasing.

(This list is by no means exhaustive ...)

It is vital to respond to reports of bullying because no-one deserves to be the victim of bullying. Everyone has the right to be treated with respect.

Objectives of this Policy

- All Committee Members, Coaches, Teachers, Swimmers and Parents should have an understanding of what bullying is.
- All Committee Members and Coaching Staff should know what the Club Policy is on bullying and follow it when a report of bullying is made.
- All Swimmers and Parents should know what the Club Policy is on bullying and be assured that they will be supported if bullying is reported.

BULLYING WILL NOT BE TOLERATED WITHIN SHREWSBURY ASC.

Signs:

A child may give indications that he or she is being bullied without actually saying so. These indications or signs can be very subtle. Examples are:

- Unwilling to go to training sessions.
- Becoming withdrawn or anxious.
- Losing self-confidence.
- Feeling ill before training sessions.
- Coming out of training sessions with damage to items of clothing or swimming kit.
- Having items of clothing or swimming kit go missing.
- Asking for money (or starting to steal money) to pay the bully.
- Has unexplained bruises or injuries.
- Is frightened to say what is wrong.
- Gives improbable excuses for any of the above.

In more extreme cases:

- Starts stammering.
- Cries themselves to sleep at night and/or has nightmares.
- Becomes aggressive, disruptive or unreasonable.
- Starts bullying other children or siblings.
- Stops eating.
- Attempts or threatens suicide or runs away.

These signs may indicate other problems but bullying should not be ruled out, it should be considered a possibility and should be investigated.

Procedures.

- Report bullying incidents to the Shrewsbury ASC Welfare Office (contact details are at the end of this Policy and are available on the Club notice-boards at The Quarry Swimming Centre and on the Club website)
- In cases of serious bullying the incidents reported 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 informed.
- 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) to change their behaviour.
- If mediation fails and the bullying is seen to continue, the Club will initiate disciplinary action under the Club Constitution and Code of Conduct for Swimmers.

If Shrewsbury ASC decides it is appropriate for them to deal with the situation the following procedures will be followed:

- Reconciliation by getting the parties together. It may be that a genuine apology will solve the problem.
- If this fails or is deemed not appropriate, a small panel (made up of Welfare Officer, and at least one other from Coach, Chairman, Secretary or other Committee Member) should meet with the parent and child who’s alleging the bullying, to get details of the allegation. Notes should be taken, which should be agreed by all present as a true account of what was said.
- The same small panel should meet with the alleged bully (or bullies) and their parents and put the alleged incident to them for them to give their view of it. Again notes should be taken and agreed.
- If bullying has, in their view, taken place, the swimmer should be warned and put on notice of further action. This could be temporary or permanent suspension if the bullying continues. Consideration should always be given as to whether a reconciliation meeting between the parties is appropriate at this time.
- In some cases the parent of the bully, or of the bullied swimmer can be asked to attend training sessions, if they are able to do so, and if appropriate. The Committee should monitor the situation for a given period of time to ensure the situation does not repeat itself.
- All Coaches involved with both swimmers should be made aware of the situation/concerns and be informed of the outcomes of the process, that is, the warning.

In the case of adults reported to be bullying swimmers under the age of 18.

- The ASA should always be informed and will advise on action to be taken.
- It is anticipated that in most cases where the allegation is made regarding a Teacher or Coach, Child Protection Awareness training may be recommended.
- More serious cases will be reported to the Police or Social Services.

Prevention.

- Shrewsbury ASC has a written Constitution, a Code of Conduct for Swimmers and a Code of Conduct for Parents. These include what is, and what is not, acceptable and proper behaviour expected at all times.
- All swimmers and parents will sign to say they have read and understood these documents upon joining Shrewsbury ASC.

Name of Swimmer:

I have read this Anti-bullying Policy and have explained to the above named swimmer the importance of behaving properly at all times.

Name of Parent/Carer:

Signed: Date:

The Shrewsbury ASC
Welfare Officer is **Eleri Fairbanks**
She can be contacted on
sasc_welfare@hotmail.com or 07740 112658

These details are displayed on the Shrewsbury ASC noticeboards at The Quarry Swimming Centre and are available on the Shrewsbury ASC website, www.shrewsburyasc.co.uk .