



## Anti-Bullying Policy

Swim England is 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 within our sports. If bullying does occur, all our members or parents/guardians should be able to tell and know 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. Objectives of this policy

- All club members, coaches, teachers, officers of the club and parents/guardians should have an understanding of what bullying is.
- All club members, coaches, teachers, officers of the club and parents/guardians 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/guardians should be assured that they would be supported when bullying is reported.
- 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. Why are children bullied? Children are most commonly bullied because of a real or perceived “difference”. This difference can be anything but could be attributed to: Racist: bullying based on ethnicity, skin colour, and language, religious or cultural practices. Homophobic and transphobic: bullying based on sexuality or gender identity. Disablist: bullying children who have special educational needs and disabilities. Sexual: unwelcome sexual advances, comments that intended to cause offence, humiliation or intimidation.