



Anti-Bullying Policy

Document No 013 Rev 2

We are 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 kind is unacceptable at our Club. If bullying does occur, all swimmers or parents should be able to report it and know that incidents will be dealt with promptly and effectively. We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the club Welfare Officer or any committee member.

There are set procedures to deal with incidents of bullying these are as follows:

1. Report bullying incidents to the club Welfare Officer or a member of the committee or ring Swimline (0808 100 4001).
2. In cases of serious bullying, the incidents will be reported to the ASA for advice.
3. 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. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying is seen to continue the Club will initiate disciplinary action under the Club constitution.

This policy endorsed by the ASA is based on that provided to schools by KIDSCAPE. KIDSCAPE is a voluntary organisation committed to help prevent child bullying.

For more information KIDSCAPE can be contacted on 020 7730 3300