



## Anti-Bullying policy

Wear Valley ASC is committed to providing a caring, friendly and safe environment for all our members in order for them to swim and train in a relaxed and secure atmosphere. Bullying of any kind is unacceptable within the club. If an incident does occur, all members and parents/guardians should be able to tell the Club Welfare Officer, Coaches or a committee member. Incidents will be dealt with promptly and effectively. We are a TELLING club, therefore anyone who knows that bullying is happening TELLS one of the above people.

### What is bullying behaviour?

The Anti-Bullying Alliance defines 'bullying' as 'the repetitive, intentional hurting of one person or group, where the relationship involves imbalance of power'.

Bullying can be physical, verbal or psychological. It can happen face to face and online.

Bullying can include:

- **Verbal:** name calling, persistent teasing, mocking, taunting & threats.
- **Physical:** any degree of physical violence including hitting, kicking & pushing.
- **Intimidating behaviour:** theft or the intentional damage of possessions.
- **Emotional:** excluding, tormenting, ridiculing, humiliation, setting people up & 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.

- **'Banter'**: can include any of the above types of bullying in a way that may not be intended to cause harm to someone, but doesn't account for the impact such behaviour can have on an individual.

## **Procedures**

Report all bullying incidents to an adult in the organisation. This should be the Club Welfare Officer, a coach or committee member.

The adult should then inform the Club Welfare Officer. The club Welfare Officer & the organisation will then decide the appropriate method for dealing with the situation. This could be a breach of the Code of Conduct or as a welfare complaint. After a local resolution the conclusion must be referred to the Safeguarding & Welfare Team.

Any serious or aggravating factors around bullying can be referred to the Swim England Safeguarding & Welfare Team in the first instance.

Advice is always available from the County or Regional Welfare Officer (if appropriate) or the Swim England Safeguarding & Welfare Team at any time.

## **Prevention**

Everybody within the organisation has a responsibility to work together to stop bullying. It is mandatory for WVASC to adhere to the Swim England Code of Ethics & accompanying Codes of Conduct. Our members sign these on joining the club to be aware and understand acceptable standards of behaviour.

**(Reviewed & updated November 2024, Wavepower 2024 p.80 & 81)**

