

North Dorset Turbos Anti-Bullying Policy

Version 1, January 2009



Introduction

North Dorset Turbos Swimming Club have a duty and are committed to providing a caring, friendly and safe environment for all of our members so that they can swim in a relaxed and secure atmosphere.

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

If bullying does occur, anyone [children or parents] are actively encouraged to report cases to the Club's Welfare Officer or any Committee Member.

Bullying

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. It results in pain or distress to the victim.

Bullying can be in the form of:

- Emotional – being unfriendly, excluding [emotionally and physically], sending hurtful text messages, tormenting [e.g. hiding goggles/floats, 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.

Why is it Important to Respond to Bullying?

- Bullying hurts.
- No one deserves to be the victim of bullying.
- Everybody has the right to be treated with respect.
- Swimmers who are bullying need to learn different ways of behaving.

North Dorset Turbos Swimming Club will not tolerate bullying.

Procedures

- Report bullying incidents to the Club Welfare Officer or a member of the committee or ring Swimline 0808 100 4001.

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- In cases of serious bullying, the incidents will be referred to the ASA for advice.
- Parents should be informed and may be asked to come to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and stopped quickly.
- An attempt will be made to help the bully [or bullies] change their behaviour.
- If mediation fails and the bullying is seen to continue, disciplinary action will be initiated under the Club Constitution.

Extract from ASA Child Protection Policy [Wavepower]

Refer to ATSC-32 for full copy of the ASA Policy on Bullying.