



# Havering Dolphins Swimming Club



## Anti Bullying Policy

The Club fully support and have adopted the recommendations of the ASA in their latest documentation entitled 'Wavepower 2009/11'. Further details can be found on the British Swimming website, [www.britishswimming.org](http://www.britishswimming.org), in the Wavepower Section.

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of 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 tell 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.

### What is bullying?

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

- 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 focusing 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 a victim of bullying. Everybody has the right to be treated with respect. Swimmers who are bullying need to learn different ways of behaving. A club has a responsibility to respond promptly and effectively to issues of bullying.

### Objectives of this policy

All committee members, coaches and teachers, swimmers and parents should have an understanding of what bullying is. All committee members, teaching and coaching staff should know what the club policy is on bullying and follow it when bullying is reported. All swimmers and parents should know what the club policy is on bullying and what they should do if bullying arises. As a club, we take bullying seriously. Swimmers and parents should be assured that they would be supported when bullying is reported.

**BULLYING WILL NOT BE TOLERATED**