



Daventry Dolphins Swimming Club
Affiliated to: ASA East Midlands Region,
Northants ASA
Swim At Daventry Leisure Centre

President: Mrs Lesley Sharp
Date: 12th September 2008

ANTI-BULLYING POLICY

Statement of intent

Daventry Dolphins Swimming Club is committed to providing a safe, caring and friendly environment for all our members so that they can swim in a relaxed and secure atmosphere. Bullying of any kind is not acceptable at our Club. If bullying does occur, all swimmers and / 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, they are expected to notify 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 can result in pain and distress to the victim. Bullying can be;

- Emotional :- being unfriendly, excluding (emotionally and physically), sending hurtful messages ie: mobile phone text messages, tormenting ie: hiding swimmers equipment, making 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

Why is it important to respond to bullying?

It's simple. 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 be educated to a different way of behaving. **Daventry Dolphins Swimming Club** has a responsibility to respond promptly and effectively to issues of bullying.

The objective of this policy is that:

- All committee members, teachers and coaching staff, swimmers and parents should have an understanding of what bullying is. (see above)
- All committee members, teaching and coaching staff should know what the Club policy is on bullying, and follow procedures 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, **Daventry Dolphins Swimming Club** takes bullying extremely seriously. Swimmers, teachers, coaches, ancillary support staff and parents should be assured that they will be supported when bullying is reported.
- BULLYING WILL NOT BE TOLERATED

How can we identify when a person is being bullied?

A child (or adult) may indicate by signs or behaviour that he or she is being bullied. Everyone needs to be aware of these possible signs and we need to explore further if:

- It is said that he or she is being bullied
- The person is unwilling to go to Club sessions
- He or she becomes withdrawn anxious or lacking in confidence

Secretary: Steve Bond 1 Spinney Rise Daventry Northants NN114DL
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- He or she always feels ill before training sessions
- He or she comes home with torn clothes or damaged equipment
- He or she has possessions that go 'missing'
- He or she asks for money or starts stealing money (to pay the bully)
- He or she has unexplained minor injuries such as cuts and bruises
- He or she is frightened to say what is wrong
- He or she gives improbable excuses for any of the above.

In some extreme cases the victim themselves:

- Starts stammering
- Cries themselves to sleep at night
- Becomes aggressive, disruptive and unreasonable
- Is bullying other children or siblings
- Stops eating
- Runs away from home / school / club
- Attempts or threatens suicide

How can we achieve our aims?

Daventry Dolphins Swimming Club will aim:

- To implement clear procedures to confront bullying in any form.
- To operate a clear reporting and recording procedure
- To listen to ALL parties involved in the incident
- To deal with and investigate all reports as soon as possible, fairly and positively, taking into account of the evidence and all views.
- To take the appropriate action, or refer the matter to the Committee for a decision on any further action to take.
- To offer advice and support to the victim
- To offer advice and support to the perpetrator (person responsible)

What should you do if you are a victim or you know of someone who is being bullied?

The Procedure

Report bullying incidents to The Honorary Club Secretary, Club Welfare officer or any member of the Committee. These details are located on the Club notice board and at the bottom of this document, alternatively you can telephone:

- Swimline on: 0808 100 4001
- NSPCC Child protection line: 0808 800 5000
- Child Protection in Sport Unit on: 0116 234 7278
- Kidscape: 020 730 3300

All reported incidents will be treated seriously and will be responded to as soon as is practicable.

- In the most serious of cases, the incident will be referred to the Amateur Swimming Association (ASA) for advice.
- Parents will be informed and will be asked to come to the Club to discuss the problem with the Club Welfare Officer or a designated member of the committee. Any such interview will be documented as soon as possible in the Daventry Dolphins 'Register of Bullying Incidents'
- If necessary and appropriate, the Police will be consulted.
- The bullying behaviour or threats of bullying will be investigated thoroughly and the bullying stopped quickly.
- An attempt will be made to help the perpetrator change their behaviour
- If any attempt of mediation fails, and the bullying is seen to continue, the Club will initiate disciplinary action under the Club constitution.

- The outcome will be recorded.

If an allegation is made against a member of the Daventry Dolphins Swimming Club staff, it will be necessary to report any incident to the Designated Welfare Officer or designated committee member

Action to be taken against a perpetrator of bullying

If a person is found to be guilty of an incident of bullying the following action will be taken:

- A verbal warning by Committee Chairperson as to future behaviour and conduct will be given in the presence of a parent or legal guardian if under the age of 18yrs

If incidents continue:

- Further interviews will be held with the bully and the victim to ascertain if any help / support can be given. A written warning from Committee Chairperson will follow to the bully / perpetrator.
- Possible suspension

If incidents still continue:

- A final written warning from Committee
- The bully will be excluded from the Club.

Confidentiality

All cases will be treated confidentially. However, confidentiality does not preclude the disclosure of information, to persons who have 'the right to know' when relevant to the following;

- Pursuit of disciplinary action involving performers within the sport
- Pursuit of disciplinary action by the ASA and / or the ISTC (Institute of Swim Teachers and coaches) involved in alleged breaches of the Code of ethics and conduct.

The purpose of this document is to promote a consistent approach, and to create a climate in which all types of bullying are regarded as unacceptable. ALL members, including staff, swimmers and parents are reminded that this policy must strictly be adhered to. **You are warned, bullying under no circumstances will be tolerated within the Daventry Dolphins Swimming Club.**

Useful telephone numbers:

Welfare Officer: Mrs Lesley Sharp 01327-876873
Club Secretary: Mr Steve Bond 01327 300754
Chairperson: Mr Dieter Sullivan 01327-