



**Swimming**  
*for people with a disability*

## Anti-Bullying Policy

### Statement of Intent

The Sea Lion Swimming Club for people with disabilities is committed to providing a caring, friendly and safe environment for all of our members so they can swim and play sport in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all members, parents and carers 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 protection 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, threatening gestures, hiding clothes
Physical	Pushing, kicking hitting or any use of violence
Racial	Racial taunts, graffiti, gestures ....
Sexual	Unwanted physical contact or sexually abusive comments
Gender Preference	Because of, or focussing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing, tormenting, ridiculing
Cyber	All areas of internet, such as email and internet chat rooms misuse, phone calls and text messaging. Misuse of camera and video facilities

### Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Members, their families, and helpers who are bullying need to learn different ways of behaving. The Sea Lion Swimming Club has the responsibility to respond promptly and effectively to issues of bullying.

### Objectives of this Policy

- All members, committee, helpers, carers and family members should have an understanding of what bullying is and what they should do if bullying arises
- All helpers and committee should know what the club policy is on bullying and follow it when bullying is reported.
- As a club we take bullying seriously. Members, their families and carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### Signs and Symptoms

A member may indicate by signs or behaviour that he or she is being bullied. Helpers should be aware of these possible signs and they should investigate if the member:

- Says they are being bullied.
- Is unwilling to go to club sessions.
- Becomes withdrawn, anxious or lacking in confidence.
- Has clothes and possessions go "missing".
- Is frightened to say what is wrong.

These signs may indicate other problems, but bullying should be considered and investigated.

### Procedures

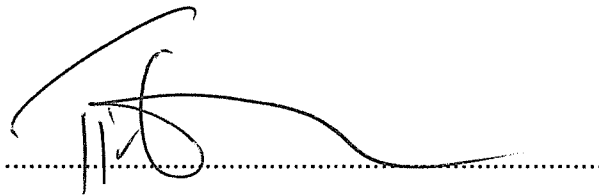
1. Report bullying incidents to the Club's Designated Safeguarding Lead or the Club's Deputy Designated Safeguarding Lead.
2. In cases of serious bullying, the incidents will be recorded.
3. In serious cases parents or carers should be informed and will be asked to come to a meeting to discuss the problem.
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 policy.
8. After the incident(s) have been investigated and dealt with each case will be monitored to ensure repeated bullying does not take place.

Adopted on: 11/09/18

Reviewed on: 11/09/18

Next Review Due: 11/09/19

Signed: .....



Position: .....

Chairman