



BANGOR BILDOWCARS ANTI BULYING POLICY



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Verbal - name-calling, sarcasm

Swim Wales have noted an increase in referrals of bullying in clubs in recent years. This is due to the proper identification of bullying and the pro-active nature of clubs in dealing with allegations. All clubs should have adopted the Swim Wales Anti Bullying policy.

Swim Wales have also formed a relationship with The Amateur Swimming Association & Kidscape and have access to services for children in our sport who have been bullied as well as videos that clubs can use to educate children and adults in the club about bullying, its effects and how it can be identified and dealt with through good practice.

It is for clubs to identify to parents and children that they have an anti-bullying policy and to ensure the children and parents are aware of how to refer concerns.

Anti-bullying policy for diving clubs

Statement of intent

We are committed to providing a caring, friendly and safe environment for all of our members so they can dive in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all divers 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 personal equipment, 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.
- Spreading rumours or 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.

Club members 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, divers 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 divers and parents should know what the club policy is on bullying, and what they should do if



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bullying arises. As a club we take bullying seriously. Divers and parents should be assured that they would be supported when bullying is reported.

Bullying will not be tolerated!

Signs and symptoms

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

- Says he or she is being bullied.
- Is unwilling to go to club sessions. Becomes withdrawn anxious, or lacking in confidence.
- Feels ill before training sessions.
- Comes home with clothes torn or swimming equipment damaged.
- Has possessions go "missing".
- Asks for money or starts stealing money (to pay bully).
- Has unexplained cuts or bruises.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- In more extreme cases starts stammering. Cries themselves to sleep at night or has nightmares.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Attempts or threatens suicide or runs away.

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

Procedures

1. Report bullying incidents to the club welfare officer or a member of the committee or ring Swimline.
2. In cases of serious bullying, the incidents will be referred to Swim Wales for advice.
3. Parents should be informed and will be asked to come in 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 constitution.

Recommended club action

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below.

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/is not appropriate a small panel (made up from Chairman, Welfare Officer, Secretary, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, and these should be agreed by all as a true account.
3. The same 3 persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.



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4. If bullying has, in their view, taken place the diver should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases the parent of the bully or bullied diver can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both divers should be made aware of the concerns and outcome of the process i.e. the warning.

In the case of adults reported to be bullying members under 18

1. Swim Wales should always be informed and will advise on action to be taken.
2. It is anticipated that in most cases where the allegation is made regarding a teacher or coach, child protection awareness training may be recommended.
3. More serious cases may be referred to the police, social services or judicial complaints procedure.

Prevention:

The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.

All divers and parents will sign to accept the constitution upon joining the club.

The club Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with divers to discuss the issue openly and constructively.

This policy is based on that provided to schools by KIDSCAPE, a voluntary organization committed to help prevent child bullying.

Contacts

Bangor Bilidowcars Diving Club

- Chair: Nick Pipe - 01248 602 225. info@bangordiving.co.uk

Bangor Pool

- Head Coach: Richard Williams - 01248 370 600

Swim Wales

- Welfare Department: Zita Cameron - 01792 513641 - Zita.cameron@swimming.org

Kidscape

- Kidscape: www.kidscape.org.uk - 0207 730 3300.

Childline

- Childline: www.childline.org.uk - 0800 1111.