



**EMBRACE
CHALLENGE
ACHIEVE**

Bramcote Swimming Club, Bramcote Leisure Centre, Derby Road
Nottingham, NG9 3GF
E-mail: secretary.bsc@hotmail.co.uk
www.swim-to-win.com
www.aquastarssynchro.com



Anti-bullying Policy

Reviewed and approved by the executive committee February 2018

Bramcote SC is committed to ensure that any bullying which involves children should be seen in the same light as other child protection concerns. In this respect, the squad follows the guidelines laid down in the Swim England's "Wavepower".

The Club is keen to encourage an atmosphere of mutual trust and respect for self and others. We believe that 'prevention' is better than cure and that the chances of bullying happening in a club can be greatly reduced if there is a general atmosphere where members are valued and cared for. Bullying of any kind is unacceptable at Bramcote SC. We take bullying seriously and we recognise that tackling bullying is the responsibility of everyone in the Club.

We are a 'Telling' Club. All swimmers and parents should be able to 'tell' and be assured that incidents will be dealt with promptly, effectively and confidentially. Anyone who knows that bullying is happening is expected to tell the Club Welfare Officer or any committee member or pool-side staff, and be confident that they will be supported and that their concerns will be listened to and taken seriously. Please remember that if we don't know about a particular bullying problem, then we cannot deal with it.

Anti-bullying Policy – Our Objective

Bramcote SC is committed to ensuring that:

- All Committee Members, coaches, officials, pool-side staff, swimmers and parents have an understanding of what bullying is, its effects and how to recognise it
- All Committee Members, coaches, officials and pool-side 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

To help raise awareness to the issues, the following guidance is put forward:

What is bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through cyberspace, and comes in many different forms:

Bullying has several forms and can include:

- Verbal - name-calling, threats, persistent teasing, mocking, taunting, sarcasm.
- Physical - Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing
- Emotional - being unfriendly, excluding (emotionally and physically), sending hurtful text messages, ridiculing, setting people up, spreading rumours, tormenting (e.g. hiding possessions, threatening gestures)
- Cyber - Cyber bullying is the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation
- Racist - Bullying based on ethnicity, skin colour, language, religion or cultural practices





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- Sexual - Unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation. This could include pressure to send images of a sexual nature
- Disablist – The bullying of children who have special educational needs and disabilities
- Homophobic - Discrimination based on sexuality and/or gender identity
- Based on 'difference' – Bullying based on any real or perceived difference. This can include, but is not limited to, factors surrounding the way someone looks or dresses, hobbies and interests, family situation or social behaviour

Response

It is important for the Club to respond quickly to bullying because it can be very distressing to the victim. Everyone in our Club has the right to be treated with respect and no-one, under any circumstances, deserves to be victimised or intimidated by others. At the same time, under the Swim England 'Code of Ethics', the Club accepts that swimmers who are bullying others also need support in order to learn to change their behaviour.

Signs and Symptoms – these are just guidance

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

- says he or she is being bullied
- is frightened of walking to or from the club
- is unwilling to go to club sessions when previously they couldn't wait to go
- becomes withdrawn, anxious or lacking in confidence
- feels ill before training sessions and doesn't want to go
- starts to drop their level of training or competition
- comes home with clothes torn or swimming equipment damaged
- has possessions go missing
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts and bruises
- doesn't want to go on the club bus
- is nervous of jumpy when a message is received
- is afraid to use the internet or their mobile phone
- is frightened to say what's wrong, giving improbable excuses for any of the above

In 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 or has less of an appetite
- attempts or threatens suicide or runs away

It is important to note that these signs and behaviours may indicate other problems, but bullying should be considered a possibility and investigated





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Procedures

The following procedures define what should be done in specified circumstances:

- Members and parents should report incidents of bullying to any member of the committee or to the Club Welfare Officer, who will deal with it or escalate it as necessary
- The person doing the bullying (and if deemed necessary their parents or guardians) will be spoken to in an attempt to help the bully (bullies) change their behaviour.
- In cases of serious bullying, the incidents are to be recorded by that person and referred to the welfare officer if he/she is not already aware
- If concern is raised by a Club member, the members' parents should be informed immediately and will be asked to attend a meeting to discuss the problem
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- The ASA Child Protection Procedures will be implemented if a serious concern is raised.
- If necessary and appropriate, the police will be consulted
- If mediation fails and the bullying is seen to continue, the club will initiate immediate disciplinary action under the club Constitution

Outcomes

- The bully/bullies may be asked to genuinely apologise. Other consequences may take place
- In serious cases, suspension or even expulsion from the club will be considered
- If possible, the members will be reconciled
- After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying doesn't take place

Prevention

We will use Kidscape methods for helping children to prevent bullying. As and when appropriate, these may include:

- Writing a set of 'club rules'
- Signing a behaviour contract
- Having discussions about bullying and why it matters

Other helpful organisations:

Swimline: 0808 100 4001

Kidscape: www.kidscape.org.uk

Kidscape Parents Helpline: (Mon-Fri, 10-4) 0845 1 205 204

ChildLine: 0800 1111

Child Power Leaflet: available from jenni.dearman@swimming.org

Youth Access: (Mon-Fri, 9.30pm-1pm and 2pm-5.30pm) 020 8772 9900

Family Lives: (formerly Parentline Plus) 0808 800 2222

Bullying UK: (part of Family Lives) www.bullying.co.uk



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