

Broch Seals ASC Anti-Bullying Policy

Policy Statement

“Broch Seals ASC is committed to providing a safe, supportive environment for all its members and seeks to ensure, as far as practicable, the prevention of all forms of bullying amongst members.”

Definition of bullying (Scottish Swimming Child Protection Policy)

Bullying may be seen as particularly hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms including children being bullied by adults, their peers and in some cases by members of their families. Bullying can be difficult to identify because it often happens away from others and those who are bullied often do not tell anyone.

Bullying is a significant issue for children and has been the main reason for calls to child line for the last eight consecutive years.

Examples of Bullying in Sport

- Physical e.g. theft, hitting, kicking (in some cases, this might constitute an assault)
- Verbal (including teasing) e.g. racist or sectarian remarks, spreading rumours, threats, or name calling, ridicule or humiliation
- Emotional e.g. isolating a child from the activities or social acceptance of the peer group

Harassment e.g. using abusive or insulting behaviour in a manner intended to cause alarm or distress

Signs which may raise concerns about bullying include:

- Hesitation or reluctance to attend training or activity
- Often last one picked for a team or group activity for no apparent reason, or being picked on when they think your back is turned
- Reluctance to go to certain places or work with a certain individual
- Clothing or personal possessions go missing or get damaged
- Bruising or other injuries
- Loosing pocket money repeatedly
- Becoming nervous and withdrawn
- Suddenly prone to lashing out at people, either physically or verbally, when normally quiet

Expectations

All stakeholders – club, coaches, swimmers and parents – have a role to play in the prevention and management of bullying.

See:

- Club child protection policy (appendix 1)
- Coaches code conduct (appendix 2)
- Swimmers code conduct (appendix 3)

- Pointers for parents (taken from www.respectme.org.uk) (appendix 4)

Action to help the victim(s) and prevent bullying

- Take all signs of bullying very seriously.
- Encourage all children to speak and share their concerns. Help the victim(s) to speak out and tell the coach in charge or the Club Child Protection Co-ordinator (someone in authority). Create an open environment.
- Take all allegations seriously and take action to ensure the victim is safe. Speak with the victim(s) and the bully (bullies) separately.
- Reassure the victim(s) that you can be trusted and will help them, although you cannot promise to tell no one else.
- Keep records of what is said i.e. what happened, by whom and when.
- Report any concerns to Scottish Swimming Child Protection Officer .

Action taken to deal with the bully

- Talk with the bully (bullies), explain the situation and try to get the bully (bullies) to understand the consequences of their behaviour.
- Seek an apology from the bully to the victim(s).
- Inform the bully's parents/guardians – at the discretion of the coach.
- If appropriate, insist on the return of `borrowed` items and that the bully (bullies) compensates the victim.
- Impose sanctions as necessary.
- Encourage and support the bully (bullies) to change behaviour.
- Keep a written record of action taken.
- See Swimmers Code of Conduct – Disciplinary Procedure (appendix 3)