

Anti-Bullying Policy



Bullying of any kind is unacceptable and will not be tolerated within our Club. Any incidents of bullying will be dealt with promptly and in accordance with other Club Policies and Procedures.

If you are subject to an incident of bullying, please report it (Swimmer/Parent/Carer) to a Turtles Committee Member.

If you would rather talk to someone outside of the Club, please phone :

ASA Swimline : 0808-100-4001

Bullying is defined as repeated, deliberately hurtful, offensive, abusive, intimidating, malicious or insulting behaviour in the form of words or actions which may cause other members of the Club to feel unhappy, humiliated, angry, vulnerable or threatened.

Forms of Bullying

Emotional	Being unfriendly, exclusion (emotional and physical), ridiculing, humiliating, ignoring and tormenting (hiding goggles or floats).
Physical	Pushing, kicking, hitting, punching or any use of violence or violent threats. Any deliberate damage to personal belongings.
Racist	Racial taunts, graffiti, gestures, mocking.
Sexual	Unwanted physical contact or sexual comments.
Homophobic	Because of, or focussing on the issue of sexuality.
Verbal	Name calling, sarcasm, spreading rumours, teasing.
Cyber	Sending hurtful or harassing text messages, or putting hurtful, humiliating or derogatory comments on social networking sites like Facebook.

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. Swimmers who are bullying need to learn different ways of behaving!

Procedure

The bullying behaviour or threats of bullying will be investigated and stopped quickly. An attempt will be made to help the bully (or bullies) understand the seriousness and change their behaviour accordingly. In cases of serious bullying Members and/or Parents/Carers will be invited to discuss the incidents with a Committee Member. If mediation fails and the bullying is seen to continue the Club will initiate disciplinary action in accordance with the Club Constitution which includes expulsion.