

Anti-Bullying Policy

(September 2026)

1. Statement of Intent

Ripley Rascals Swimming Club (hereinafter called “The Club”) is committed to providing a safe, positive and enjoyable environment for all Members. Bullying of any kind is unacceptable within our Club and within all Swim England-affiliated organisations.

If bullying occurs, Members and Parents/Guardians must feel confident that concerns will be taken seriously, responded to promptly, and managed in accordance with Swim England’s safeguarding procedures.

The Club operates as a **TELLING CLUB**: anyone who knows or suspects bullying is happening is expected to report it to a Coach, Teacher, Club Officer or the Club Welfare Officer.

2. Objectives of This Policy

- Ensure all Members, Coaches, Teachers, Club Officers and Parents/Guardians understand what bullying is.
- Ensure everyone knows the Club’s procedures for responding to bullying and follows them consistently.
- Provide assurance that bullying will not be tolerated and that anyone reporting concerns will be supported.
- Promote a culture of respect, inclusion and positive behaviour, in line with Swim England Codes of Conduct.

3. What Is Bullying?

Wavepower Version 2.1 (May 2025) adopts the Anti-Bullying Alliance definition:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online.”

Types of Bullying

- Emotional: excluding, tormenting, ridiculing, humiliation, spreading rumours, setting people up.
- Physical: any non-accidental physical contact including hitting, kicking, pushing; intimidation; theft or damage of possessions.
- Verbal: name calling, persistent teasing, mocking, taunting, threats.

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Cyber: misuse of digital technologies to threaten, intimidate, humiliate or cause offence (e.g., messaging, social media, online groups).

Racist, Sexual, Homophobic/Transphobic, Disablist or Discriminatory bullying: targeting someone based on identity, protected characteristics, perceived differences or vulnerabilities.

‘Banter’: behaviour presented as joking but causing harm or distress; Wavepower recognises that this can constitute bullying.

4. Why Responding to Bullying Matters

Bullying causes pain, distress and long-term harm. Everyone has the right to be treated with respect, and those who bully must be supported to learn alternative, positive behaviours.

5. Ripley Rascals Swimming Club Procedures

- i. All bullying concerns must be reported to the Welfare Officer, Coach, Teacher or Club Officer.
- ii. Any Officer receiving a report must inform the Welfare Officer, who leads the response.
- iii. The Welfare Officer and Club Chair will determine whether the matter is:
 - A breach of the Club Code of Conduct, or
 - A welfare concern under the Anti-Bullying Policy.
- iv. All outcomes must be referred to the Swim England Safeguarding & Welfare Team following local resolution.
- v. Serious or aggravating factors may be referred directly to Swim England Safeguarding.
- vi. Advice may be sought at any time from the County/Regional Welfare Officer or Swim England Safeguarding Team.
- vii. Police involvement will be considered where behaviour may constitute a criminal offence.
- viii. Parents/Guardians will be informed and may be invited to discuss concerns.
- ix. All allegations will be investigated promptly, and steps taken to stop bullying quickly.
- x. If bullying is confirmed, appropriate action will be taken in line with *Wavepower V2.1 (May 2025)* and Club disciplinary procedures.
- xi. Support will be offered to help the individual displaying bullying behaviour to change.
- xii. Persistent bullying may result in formal disciplinary action, including suspension or exclusion, in accordance with the Club Constitution

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6. Potential Actions if Bullying Is Found

Actions may include:

- A formal apology and agreement on future behaviour.
- A behaviour contract with monitoring.
- Disciplinary measures such as written warnings, temporary suspension or permanent exclusion.
- Full documentation of actions taken, with all parties kept informed.

These actions reflect *Wavepower Version 2.1 (May 2025)* requirements that organisations promote and implement Codes of Conduct and take disciplinary action where behaviour breaches them.

7. Prevention

- All Members must sign and follow the Swim England Codes of Conduct.
- The Club will promote a culture where respect, inclusion and positive behaviour are expected.
- Everyone has a responsibility to work together to prevent bullying.
- The Welfare Officer role must comply with Wavepower Version 2.1 requirements, including independence from the Chair and coaching staff (no close relationship or family connection).

8. Further Information

The latest version of Swim England Wavepower (Version 2.1) can be accessed via the Swim England website. Members may contact the Ripley Rascals Swimming Club Welfare Officer in confidence to discuss any concerns.

Ripley Rascals Swimming Club Welfare Officer
Can be contacted on :

Telephone: 01773 252633

Email: welfare@ripleyrascals.org.uk