



## **RASCALS Anti-Bullying Policy** (October 2022)

RASCALS is committed to providing a caring, friendly and safe environment for all our Members, so they can learn to swim or train in a relaxed and secure atmosphere. Bullying of any kind is unacceptable within our sport. If bullying does occur, all our Members, Parents/Guardians should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening should tell a Coach, Teacher, Club Officer or ask to speak to our Welfare Officer.

### **Objectives of this Policy:**

1. All Club Members, Coaches, Teachers, Officer of the Club and Parents/Guardians should have an understand of what bullying is.
2. All Club Members, coaches, Teachers, Officers of the Club and Parents/Guardians should know what the Club Policy is on bullying and follow it when bullying is reported.
3. As an organisation we stake bullying seriously. Members and Parents/Guardians should be assured that they would be supported when bullying is reported.
4. Bullying will not be tolerated.

### **What is Bullying Behaviour?**

The Anti-Bullying Alliance defines bullying as:

*"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 through cyberspace."*

### **Bullying can Include:**

**Verbal:** name calling, persistent teasing, mocking, taunting and threats.

**Physical:** any degree of physical violence including hitting, kicking and pushing. Intimidating behaviour, theft or the intentional damage of possessions.

**Emotional:** excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.

**Cyber:** 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.



## **RASCALS Procedures**

1. Report bullying incidents to the Club Welfare Officer, Coach, Teacher, or other Officer of the Club.
2. The Club Welfare Officer should be informed if a report of bullying is received by another Officer so that appropriate action is taken.
3. The Club Welfare Officer will discuss the concerns with the Club Chair to decide whether the matter should be dealt with as an alleged breach of the Club Code of Conduct or whether the matter proceeds under the Anti-Bullying Policy.
4. Advice can be sought at any time from the County or Regional Welfare Officer, Swim England Child Safeguarding Team or Swimline.
5. If necessary and appropriate the Police should be consulted.
6. Parents/Guardians should be informed and may be asked to come to a meeting to discuss the problem.
7. Bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
8. If bullying is found appropriate action will be taken.
9. Attempts will be made to help the bully to change their behaviour.
10. If bullying is seen to continue despite best efforts to stop the behaviour the Club may initiate disciplinary action under our Club Constitution.

## **RASCALS Potential Actions if Bullying is Found**

1. An apology from the bully and an agreement on future behaviour.
2. A formal behaviour contract and ongoing monitoring to prevent repeated bullying
3. Disciplinary action such as a written warning, temporary suspension or permanent exclusion.
4. Ensure all actions are recorded and that all parties are kept informed on what is happening and the outcomes.

**Further information on tackling bullying within our sport can be found in the Wavepower Document 2020 - 2023 on our website.**

**If you wish to discuss anything raised by this document or any issues you may have you can contact, in confidence, our Welfare Officer.**

**Ruth Platts  
RASCALS Welfare Officer  
Telephone : 01773 252633**