
 <b>Aqua Attack Anti-Bullying Policy</b> 		Approval Date:	15 September 2015
		Review Date:	15 September 2016
		Version No:	001
<b>President:</b>	Sign:	Name	
<b>Vice-President:</b>	Sign:	Name	

### ***AIMS***

AQUA ATTACK Swimming Club to be a club where swimmers are treated with respect and feel safe:

- in the pool
- in the changing rooms
- at any events or trips organised by the Club

As a club we seek to engender greater awareness amongst members of the club of the issues around bullying; and to promote greater concern for the welfare of victims of bullying.

### ***DEFINITION:***

Bullying takes place in many forms and should not be tolerated. It may include:

- physical abuse eg kicking, hitting and gestures
- verbal abuse eg name-calling, sarcasm and ridicule
- emotional abuse eg spreading rumours, exclusion from friendship circle and blackmail
- extortion eg gaining money from threatening behaviour

### ***RESPONSIBILITIES:***

The Club will do all in its power to create an ethos where all members (swimmers, coaches, committee members and parents) realise that bullying is not acceptable behaviour.

Swimmers, coaches and parents have a role to play in the prevention of bullying. The Club will look after the welfare of all members by providing a safe and secure environment for all individuals. The club does not tolerate unacceptable behaviour and bullying.

The club will actively promote the implementation of the policy through communication with swimmers and parents and the club will ensure all sources of personal support are available.

Issues of concern raised by swimmers, parents and the club will be investigated, monitored and an agreed course of action undertaken and recorded. Victims and perpetrators will be offered appropriate advice and support

***SWIMMERS ARE EXPECTED TO:***

- respect the individual right of all members
- be sensitive to the feelings of fellow swimmers
- have a caring manner to Club members
- immediately report any incidents of bullying, knowing that whenever possible, all information will be dealt with confidentially
- Swimmers should report incidents to their Coach, parents or any senior swimmer they feel they can approach

***COACHES ARE EXPECTED TO:***

- treat all swimmers with respect
- avoid the use of sarcasm or ridicule
- deal with any incidents quickly and effectively emphasis the need for lane discipline and respect for fellow swimmers

***PARENTS ARE EXPECTED TO:***

Contact The Head Coach, the coach on duty or a Committee member if a swimmer is being bullied or is a bully.

***PROCEDURE***

Depending on the seriousness of the occurrence or prolonged bullying activities the following sanctions will be taken:

- Parents of the bully will be informed of the incident and a verbal warning will be issued
- Formal written warning will be given in the form of a letter to the parents and/or swimmer that future incidents could lead to expulsion from the Club
- Expulsion from the Club

**I have read and agree to abide by the Anti-bullying Policy and understand that if I breach the policy, disciplinary action will result.**

**Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_ **Signature:** \_\_\_\_\_

Parent signature to accompany where the participant is under 18

**Parents Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_ **Signature:** \_\_\_\_\_