



Statement of Intent

Lincoln Vulcan Swimming Club are committed to provide a caring, friendly and safe environment for all our members so they can swim in a relaxed and secure atmosphere. Bullying, be it verbal, physical, emotional, retaliatory or reactive, will not be tolerated within the club.

If bullying does occur, all swimmers or parents should be able to report the incident and know that it will be dealt with promptly and effectively. All members, parents and coaches will be expected to ensure that the policy will be adhered to.

What is bullying?

Bullying can be described as being 'a deliberate act performed to cause distress solely in order to give the bully a feeling of power, status or other gratification to the bully'. It can be:

- Emotional – being unfriendly, excluding (emotionally and physically), sending hurtful text or MSN messages, tormenting e.g. hiding goggles, floats etc, using threatening gestures.
- Physical – punching, pushing, kicking, scratching, nipping or any use of violence.
- Racist – racial taunts, graffiti, gesturing
- Sexual – unwanted physical contact or sexually abusive comments.
- Verbal – name calling, sarcasm, spreading rumours, teasing

Objectives of Policy

- All committee members, coaches, poolside helpers, swimmers and parents should have an understanding of what bullying is.
- All committee members and coaches should know what the club policy is on bullying and follow it when bullying is reported.
- All swimmers and parents should know what the club policy is on bullying, and what to do if bullying arises.
- As a club we take bullying seriously. Swimmers and parents should be assured that they would be supported when bullying is reported.

Procedure and Club Action

1. All reports of bullying incidents should be reported to the coach and a committee member, taken seriously and responded to quickly.
2. The coach and committee member (welfare officer) may ask all parties involved to meet and attempt reconciliation. Often an apology solves the problem.



3. If this fails or is not appropriate, a small panel (made up from the club's welfare officer and committee members) should meet with the parents and child alleging bullying to get details of the allegation. Minutes should be taken and these should be agreed as accurate and be entered into the clubs 'Register of Bullying Incidents'.
4. The same panel should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Again, minutes should be taken, agreed and entered into the Register.
5. If bullying has, in their view taken place the bully should be warned and put on notice of further action. Should bullying continue sanctions might range from temporary suspension from training sessions, selection for galas to permanent suspension. This may be decided by the Management Committee. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
6. In some cases the parent of the bully or bullied swimmer can be asked to attend training sessions. The club committee should monitor the situation for a given period to ensure the bullying is not repeated.
7. All coaches involved with both swimmers should be made aware of the concerns and outcome of the process i.e. the warning.
8. In cases of serious bullying, the incidents will be referred to the ASA for advice.
9. If necessary and appropriate, police will be consulted.

In cases of adults reported to be bullying swimmers under the age of 18 years

1. The ASA should always be informed and will advise on appropriate action.
2. It is anticipated that in most cases where the allegation is made regarding a poolside helper or coach, child protection awareness training may be recommended.
3. More serious cases may be referred to the Police or Social Services.

Appeal procedure for parents unhappy with the outcome of an investigation

Parents who are unhappy with the outcome of an investigation have the right to appeal against the process (not the decision) by completing a complaint form obtainable from the ASA Legal Affairs dept for a fee of £50.00 payable to the ASA.

Alternatively, if the Management Committee are in agreement all paperwork regarding the allegation and subsequent investigation can be submitted to the ASA who will look through the papers to see if the process was undertaken as per ASA procedure (anti-bullying procedure). There is no cost for this but if the ASA agrees that everything was done according to the procedure laid out then the subject is closed and parents have **no right of appeal from this result.**