

## **Anti-Bullying Policy**

Bullying is behaviour which hurts, frightens or threatens an individual. This could be physical, psychological, verbal or emotional and the effects can be longstanding. Bullying can be carried out over a period of time by individuals or groups against anyone of any age or gender. THIS BEHAVIOUR IS UNACCEPTABLE. In order to create a happy, safe and secure swimming and club environment for all members of the club, it is essential to ensure that bullying in any form is not tolerated.

**We expect all club members to support the Club Committee in dealing with any bullying and or aggressive behaviour.**

### **AIMS**

- 1 To ensure that the ethos of the Club promotes a respectful, caring and sympathetic attitude toward the welfare of all Club members.
- 2 To prevent unacceptable, aggressive behaviour.
- 3 To recognise that the prevention of bullying at an early stage is part of the Club Committee's responsibility
- 4 To ensure that all Club members feel secure in reporting incidents to the Committee.
- 5 To deal with any bullying incidents promptly, fairly and appropriately.
- 6 To ensure that all parties involved are notified of incidents and actions taken at the earliest opportunity.

A member of the Committee shall be appointed to investigate any reported cases of bullying.

He/she shall report to the Committee the results of the investigation. A decision on any action needed will be taken by the Club Committee.

Date policy agreed 31<sup>st</sup> October 2016

Date for review October 2018