

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 Oxford Swans members to support the Club Committee in dealing with any bullying and or aggressive behaviour.

AIMS

- 1 To ensure that the ethos of Oxford Swans 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 Oxford Swans 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 reviewed June 2020
Date for next review June 2021