



## **Anti-bullying Policy**

**Bullying will not be tolerated.**

**Bullying can be defined as intentional intimidation by physical, or other means of one person, or by others. It can have a severe detrimental effect on the recipient and can be upsetting to others.**

**Coaches, Teachers and Club Officials will remain vigilant to ensure Club members are not victims of, or involved in bullying.**

**All Coaches, Swim Teachers and Club Officials of the Club must:**

- **Be responsible for dealing with bullying.**
- **Encourage an ethos of mutual respect of differences throughout the club.**
- **Give positive encouragement and promote the value of self and others.**
- **Promote Shiverers Swimming Club teamship rules.**
- **Never participate in or tolerate behaviour that frightens, embarrasses or demoralises a Club member or negatively affects their self-esteem.**
- **Encourage an open environment so that Club members can share their concerns.**
- **Understand that neither Shiverers Swimming Club nor the ASA will tolerate any kind of bullying, either physical, verbal or emotional by any Club member, visitors, poolside staff, paid contractors or parents/carers.**
- **Give full support to the victim and give assurance that positive action will be taken.**
- **Refer any concerns to the Club's Welfare Officer and act in accordance with Shiverers Swimming Club and the ASA Child Protection Procedures and Guidelines.**

**If bullying is reported, the Club will:**

- **Take all reports and suspicions of bullying very seriously and act in accordance with the Shiverers Swimming Club and ASA Child Protection Procedures and Guidelines.**
- **Investigate all allegations and take action to ensure the victim is safe. Speak with the victim and the bully separately.**
- **Parents will be informed and will be asked to attend a meeting to discuss the problem.**
- **An attempt will be made to help any bully to change their behaviour.**
- **If necessary and appropriate, the police will be informed.**
- **If mediation fails and the bullying is seen to continue the Club will initiate disciplinary action in accordance with the Club's constitution.**

**January 2008**