

## Anti-Bullying Policy

We are committed to providing a caring, friendly and safe environment for all our members so they can swim in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at The Swimming Academy. If bullying does occur, all swimmers or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING swim school. This means that anyone who knows that bullying is happening is expected to tell.

### What is Bullying?

Bullying is the use of aggressions with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:-

- Emotional – being unfriendly and exclusion of person
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing

### Why is it important to response to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Swimmers who are bullying need to learn different ways of behaving. We at The Swimming Academy has a responsibility to respond promptly and effectively to issues of bullying

### Bullying will not be tolerated – Signs and Symptoms

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child says he or she is being bullied:-

- Is unwilling to be to Swim Lessons
- Becomes withdrawn anxious, or lacking in confidence
- Fills ill before training sessions
- Comes home with clothes torn or swimming equipment damaged
- Has possessions go 'missing'
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises.

- Is frightened to say what's wrong
- Gives improbably excuses for any of the above
- In extreme cases starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts or threatens suicide or runs away

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated

## Procedures

Report bullying incidents to Jackie Coe or members of The Swimming Academy or Swim line  
In cases of serious bullying, the incidents will be referred to the A.S.A for advice.

- Parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

If mediations fails and the bullying is seen to continue Jackie Coe will initiate disciplinary action under the Child & Parents Code of conduct