

Anti-Bullying Policy.

Oxford & Witney Artistic Swimming Club (OWASC) is 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 our club.

If bullying does occur, all swimmers or parents should be able to speak out about this and know that incidents will be dealt with promptly and effectively.

We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the club Welfare Officer, coach or any Committee Member.

Objectives of this Policy:

All Committee Members, coaches and teachers, swimmers and parents should understand what bullying is.

All Committee Members, teaching and coaching staff should know what the club policy is on bullying and follow it if bullying is reported.

All swimmers and parents should know what the club policy is on bullying and what they should do if bullying arises.

As a club, we take bullying seriously. Swimmers and parents should be assured that they will be supported if bullying is reported and this will be free from recrimination and victimisation, in line with the Whistle Blowing Policy.

Bullying will not be tolerated, and this is made clear in the Codes of Conduct.

Bullying

Defined as deliberate action or hurtful behaviour by one or more people that is repeated over a period of time.

Bullying causes hurt to an individual or group and the damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, in extreme cases, causes them significant harm (including self-harm).

Bullying is defined by Kidscape as:

- Verbal: name calling, persistent teasing, mocking, taunting and threats.
- Physical: any degree of physical violence including hitting, kicking and pushing. Intimidating behaviour, theft or the intentional damage of possessions.
- Emotional: excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.
- Cyber: the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.



- Racist: bullying based on ethnicity, skin colour, and language, religious or cultural practices.
- Homophobic and transphobic: bullying based on sexuality or gender identity.
- Disablist: bullying children who have special educational needs and disabilities.
- Sexual: unwelcome sexual advances, comments that intended to cause offence, humiliation or intimidation.
- Discriminative: bullying based on any perceived weakness or difference. This could be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability or ability. It could also be factors surrounding the way someone looks or the clothes they wear, their family and social situation, hobbies and interests.

Bullying can occur between:

- an adult and child
- children
- a parent/guardian and their own child.

The competitive nature of sport can create an environment which provides opportunities for bullying. Examples of bullying in our sports could be:

- a parent/guardian who pushes too hard
- a coach who adopts a win-at-all-costs philosophy
- a member who intimidates others inappropriately
- an official who places unfair pressure on a person.

Bullying in our sports could include a child being ostracised by others in their lane or age group, refusing to talk to them and/or encouraging others to treat them with contempt

Why is it important to respond 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.

The club has a responsibility to respond promptly and effectively to issues of bullying. OWASC has a complaints procedure, which will be put in place immediately to resolve issues of bullying and consequences may be put in place if Codes of Conduct are not followed appropriately.