



## 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.

Everybody within the club has a responsibility to work together to stop bullying occurring.

It is mandatory for all clubs to adhere to the Swim England Code of Ethics and accompanying Codes of Conduct.

All club Members must sign a copy of the Code of Conduct when they join so they are aware and understand acceptable standards of behaviour.

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 an adult - the club Welfare Officer, coach, or any Committee Member. That adult must then inform the Welfare Officer.

The Welfare Officer and the Organisation will then decide the appropriate method for dealing with the situation, either as a breach of Code of Conduct, or as a welfare complaint. After a local resolution the conclusion must be referred to the Safeguarding and Welfare Team.

Any serious or aggravating factors around bullying can be referred directly to the Swim England Safeguarding and Welfare Team in the first instance.

Advice can be sought from the County or Regional Welfare Officer (if appropriate) or the Swim England Safeguarding and Welfare Team at any time.

### ***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**

The Anti-Bullying Alliance defines bullying as “**the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online**”.

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 can include:***

- 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.
- ‘Banter’: can include any of the above types of bullying in a way that may not be intended to cause harm to someone but doesn’t account for the impact such behaviour can have on an individual.

### ***Bullying can occur between:***

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



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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 squad 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.