



## LBHSC Anti-Bullying Policy

Our anti-bullying policy sets out how we feel about bullying as a club or organisation, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

### **Bullying**

- all forms of bullying will be acted upon
- everybody in the club or organisation has a responsibility to work together to stop bullying
- bullying can include online as well as offline behaviour
- bullying behaviour can include:
  - physically pushing, kicking, hitting, pinching etc.
  - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
  - posting of derogatory or abusive comments, videos or images on social media
  - racial, homophobic, transphobic or sexist comments, taunts or gestures
  - sexual comments, suggestions or behaviour
  - unwanted physical contact.

### **Our club or organisation will:**

- recognise its duty of care and responsibility to safeguard all players from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- ensure that bullying behaviour is not tolerated or condoned
- require all members of the club/organisation to sign up this policy
- take action to investigate and respond to any reports of bullying from children and young people
- encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour
- ensure that coaches are given access to information, guidance and training on bullying Each participant, coach, volunteer or official will:
  - encourage individuals to speak out about bullying behaviour
  - respect every child's need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available
  - respect the feelings and views of others
  - recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
  - show appreciation of others by acknowledging individual qualities, contributions and progress
  - ensure safety by having rules and practices carefully explained and displayed for all to see
  - report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

### **Supporting children**

- we'll let children know who will listen to and support them
- we'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
- we'll make sure children are aware of helpline numbers
- anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved



- children experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment
- those who display bullying behaviour will be supported and encouraged to develop better relationships
- we'll make sure that sanctions are proportionate and fair Support to the parents/guardians
- parents or guardians will be advised on the club or organisation's bullying policy and practice
- any experience of bullying behaviour will be discussed with the child's parents or guardians
- parents will be consulted on action to be taken (for both victim and bully) and we'll agree on these actions together
- information and advice on coping with bullying will be made available
- support will be offered to parents, including information from other agencies or support lines
- we adhere to the latest version of the Swim England Welfare Policy, Wavepower Document. Please click this link for the latest version of Wavepower [fully interactive Wavepower](#).
- **Please see below a list of Swim England Safeguarding Officers and Safeguarding contact details:**

Kevin Suckling, Head of Safeguarding and Welfare

James Diamond, National Safeguarding Manager

Charlotte Colson-Hammond, National Safeguarding Case Manager

Lisa Buxton, Safeguarding Case Officer

Tansy Nottage, National Safeguarding Administrator

Lucy Doyle, National Welfare Officer

Email: [safeguarding@swimming.org](mailto:safeguarding@swimming.org)

Tel: 01509 640 700 (Option 1 for Swim England and then Option 3 for Safeguarding)

#### Other Useful contacts

NSPCC Helpline 0800 800 5000

Childline 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk) Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)