



Anti-bullying Policy

1. Introduction

Blaydon ASC is committed to providing a safe, inclusive, and supportive environment for all members. Bullying of any form is unacceptable within our club, and we are dedicated to preventing and addressing any instances of bullying that may occur.

2. Definition of Bullying

Bullying can take many forms, including but not limited to:

- Verbal bullying: Name-calling, teasing, spreading rumours, or making derogatory remarks.
- Physical bullying: Hitting, pushing, kicking, or any form of physical aggression.
- Social bullying: Excluding individuals, spreading rumours or gossip, or manipulating social relationships.
- Cyberbullying: Using digital platforms to harass, intimidate, or demean others.

3. Prevention Strategies

To prevent bullying within our club, we will:

- Promote a culture of respect, kindness, and inclusivity.
- Educate members, coaches, and parents about the importance of recognizing and preventing bullying behaviour.
- Encourage open communication and provide channels for reporting any instances of bullying.
- Provide training and resources to coaches and staff on identifying and addressing bullying behaviour.
- Foster positive relationships among members through team-building activities and mutual respect.

4. Reporting Procedures

Any member who experiences or witnesses bullying behaviour should report it immediately to a coach, staff member, or designated club official. Reports can be made verbally or in writing, and confidentiality will be maintained to the fullest extent possible.

5. Investigation and Response

Upon receiving a report of bullying, the club will conduct a thorough investigation to gather information and assess the situation. The club will take appropriate action based on the severity of the incident and in accordance with club policies and procedures.

6. Consequences

Consequences for bullying behaviour may include, but are not limited to:

- Verbal or written warnings
- Temporary suspension from club activities
- Permanent expulsion from the club

Decisions regarding consequences will be made with careful consideration of the circumstances surrounding the incident and with the best interests of all members in mind.

7. Support and Follow-Up

The club will provide support to individuals involved in bullying incidents, including victims, perpetrators, and witnesses. This may include counselling, mediation, or other resources as needed. Follow-up will be conducted to ensure that the bullying has ceased and that all parties feel safe and supported within the club.

8. Review and Revision

This anti-bullying policy will be reviewed regularly to ensure its effectiveness and relevance. Any necessary revisions will be made in consultation with club members, coaches, and stakeholders.

Conclusion

By adhering to this anti-bullying policy, Blaydon ASC is committed to creating a positive and inclusive environment where all members can thrive and enjoy their swimming experience.

Policy updated: April 2024