Anti bullying policy

Our anti-bullying policy sets out how we feel about bullying behaviour in our organisation, what we'll do to tackle it and how we'll support members or participants who experience or display bullying behaviour.

All forms of bullying behaviour reported will be acted upon.

Everybody in our 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.
- Racist behaviour, including racially aggravated remarks, name-calling, racial exclusion.
- Homophobic and transphobic comments.
- Sexist slurs.
- Offensive comments, taunts or gestures.
- Sexual comments, suggestions or behaviour.
- Unwanted physical contact.

BLDSA will:

- Recognise its duty of care and responsibility to safeguard all participants from harm, promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures.
- Ensure that any form of bullying behaviour is not tolerated or condoned.
- Take action to investigate and respond to any reports of bullying.

Procedures for Dealing with Bullying:

- Report bullying incidents to the swim secretary or safeguarding officer.
  Any discussion will be kept confidential and further action involving you will not be taken without your express permission.
- Incidents will be recorded and all documentation connected will be retained.
- Parents of children under 18 will be informed of the incident. (Providing they are not the subject of the complaint).
- If necessary and appropriate the police or other agencies will be consulted.
- Incidents will be investigated and taken to the Safeguarding committee.
- Outcomes will be recommended by the Safeguarding committee.
- Monitoring to ensure no further repetition of bullying.

Recommended outcomes:

- The person found to be responsible for bullying will be expected to apologise and show an understanding of the impact of their actions.
- Ideally reconciliation between the 2 parties is sought.
- In serious cases suspension or exclusion will be considered.

Contact BLDSA Safety Officer: Richard Hardy - safety_officer@bldsa.org.uk

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