

ANTI-BULLYING POLICY

Definition of Bullying

Bullying is repeated, verbal, psychological or physical aggression or intimidation by an individual or group against others. We say a child is being bullied or picked on, when an adult, another child or group of children say nasty or unpleasant things to him or her. It is also bullying when a child is hit, kicked, threatened, sent intimidating or threatening notes/text messages or when they are selectively excluded from verbal or other forms of communication.

Aims Of The Policy

1. To create a club ethos which encourages children to disclose and discuss incidents of bullying.
2. To raise awareness of bullying as a form of unacceptable behaviour with club management staff, children, parents/guardian/carers.
3. To develop procedures for noting and reporting incidents of bullying.
4. To develop procedures for investigating and dealing with bullying.
5. To develop a programme of support for those affected by bullying and for those involved in bullying.

Procedures For Reporting Bullying

1. All reports of bullying, no matter how trivial, will be investigated and dealt with by the clubs staff.
2. Serious cases of bullying by club members will be referred immediately to the club welfare officer, senior member of staff and the chairperson of the clubs committee.
3. Parents or guardians of victims or bullies will be informed by the club welfare officer so that they are given an opportunity to discuss the matter.
4. Non poolside members such as helpers/parents are encouraged to report any incidents of bullying behaviour witnessed by them, to the poolside staff.
5. In the case of a complaint regarding a staff member, the clubs child welfare officer will take the lead on handling the complaint.
6. Where cases remain unsolved informally, the club child welfare officer will raise the matter at the clubs committee meeting as a formal agenda item.
7. If the problem is not solved at this level then the matter may be referred to the ASA or the local police.

Investigating And Dealing With Bullying

Staff will take a calm, professional and objective approach when dealing with incidents of bullying behaviour reported by a club member. An informal fact finding process will be attempted with all parties involved. All interviews will be conducted with sensitivity and with due regards to the rights of the children concerned. Children not directly involved can also provide useful information.

1. The member of staff dealing with an incident will seek answers in a calm non-aggressive manner.

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2. If a group is involved, each member will be interviewed individually and then as a group, so that everyone involved is clear about what others have said. Other children may also be interviewed to get a clearer picture.
3. Incidents of one off aggression will be dealt with according to the Clubs Code of Conduct. If it has been concluded that a Child has been bullying, it will be made clear to him/her to see the situation from the victim's point of view and will be given a warning.
4. The 'No Blame' approach may be used to resolve less serious incidents.
 - *Interview the child being bullied and the bully.*
 - *Interview other involved.*
 - *Explain the problem.*
 - *Share responsibility*
 - *Encourage children to identify solutions.*
 - *Meet them again if this is felt necessary.*
5. Investigating staff will keep a written record.
6. Where a case of bullying has occurred, the member of staff investigating the incident will meet the parents or guardians of both parties involved to:
 - Explain actions are being taken, referring to club policy.
 - Discuss ways in which they can reinforce or support the actions taken by the Club.

Updating Policy

The club will update this policy when required.