

Synchronised Swimming Training Scheme & City of Leeds Synchronised Swimming Club - Anti Bullying Policy

Our anti-bullying policy sets out how we feel about bullying as a training scheme & Club, 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 SSTS has a responsibility to work together to stop bullying
- Bullying can include online as well as offline behaviour
- Bullying behaviour can include:
 - Physically pushing, moving, 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.

The SSTS & Club will:

- Recognise its duty of care and responsibility to safeguard all Swimmers 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 SSTS & Club 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 Swimmer, Coach, Volunteer or Official will:

- Encourage individuals to speak out about bullying behaviour.
- Respect every child's need for, and right to, a training/competing 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 train 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

Useful Contacts:

Head Coach – Deanne Hopkins - Deanne.Hopkins@leeds.gov.uk – 07891270559

Assistant Coach – Sue Barrington – Susan.Barrington@leeds.gov.uk

Club Welfare Officer – Lynne Laycock – Welfare@leedssynchro.org.uk

Council Safeguarding Officer – Helen Evans – Helen.Evans@leeds.gov.uk - 0113 37 80311

Training Scheme Manager – Richard Denigan – Richard.Denigan@leeds.gov.uk

NSPCC Helpline 0808 800 5000

ChildLine 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Swim Line 0808 1004001.

Anti-Bullying Alliance www.antibullyingalliance.org



