



Morpeth Amateur Swimming Club

Anti-Bullying Policy

Morpeth ASC follows the guidance provided by Kidscape.

Statement of intent

MASC swimming club is committed to provide a caring, friendly and safe environment for all our members so they can learn to swim or train in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable, we are a telling organisation. This means that anyone who knows that bullying is happening is expected to tell the Club Welfare Officer, Committee member or Coach.

Objectives of this policy

- To ensure all committee members, teachers, coaches, members and parents should have an understanding of what bullying is.
- To ensure all committee members, teachers and coaches should know what the organisation's policy is on bullying and follow it when bullying is reported.
- To ensure all members and parents should know what the organisation's policy is on bullying and what they should do if bullying arises.

As a club we take bullying seriously. Members and parents should be assured that they will be supported when bullying is reported.

BULLYING WILL NOT BE TOLERATED

What is bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can include:

- **Verbal:** Name calling, persistent teasing, mocking, taunting and threats.
- **Physical:** Any form of physical violence, intimidating behaviour, theft of the intentional damage of possessions. This includes hitting, kicking and pushing.
- **Emotional:** Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.
- **Cyber:** Cyber bullying is the misuse of digital technologies or communications to bully a person or group, through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.
- **Racist:** Bullying based on ethnicity, skin colour, language, religion or cultural practices.

- **Homophobic:** Discrimination based on sexuality and/or gender identity.
- **Sexual:** Unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation. This could also include pressure to send images of a sexual nature.
- **Disablist:** The bullying of children who have special educational needs and disabilities.
- **Based on 'difference':** Bullying based on any real or perceived difference. This can include factors surrounding the way someone looks or dresses, hobbies and interests, situation or social behaviour.

Why is it important to respond to bullying?

Bullying **HURTS**. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Members of the club who are bullying others need to learn to behave more appropriately.

MASC WILL RESPOND PROMPTLY AND EFFECTIVELY TO ISSUES OF BULLYING

Signs and symptoms

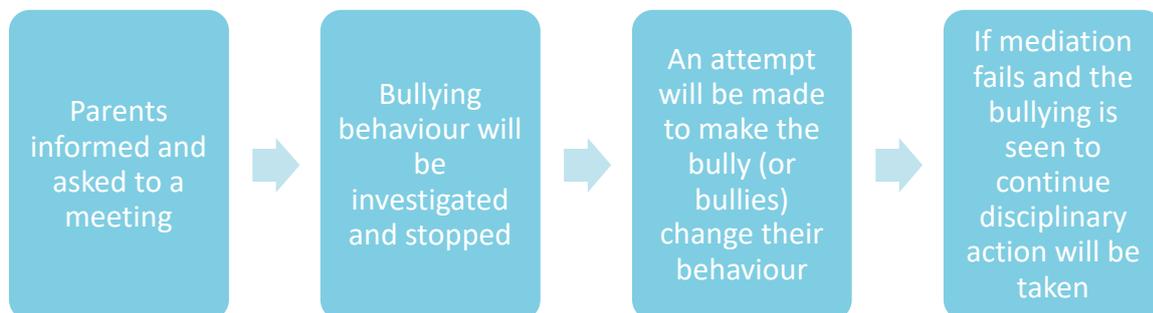
Although a child may not necessarily explicitly state that they are being bullied, they may still display signs or behaviours that indicate he or she is being bullied. Adults should be aware of these signs and be prepared to investigate if a child:

- Is frightened of walking to or from the club.
- Doesn't want to go on the club bus.
- Changes their usual routine.
- Is unwilling to go to the club when they previously could not wait to go.
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stuttering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill at training times and does not want to go.
- Starts to drop in their level of training or competition.
- Comes home with clothes torn or equipment damaged/lost.
- Asks for money or starts stealing money (in order to pay a bully)
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying siblings or other children.
- Stops eating or has less of an appetite.
- Is frightened to say what's wrong.
- Is afraid to use the internet or their mobile phone.
- Is nervous or jumpy when a message is received.
- Gives improbable excuses for any of the above.

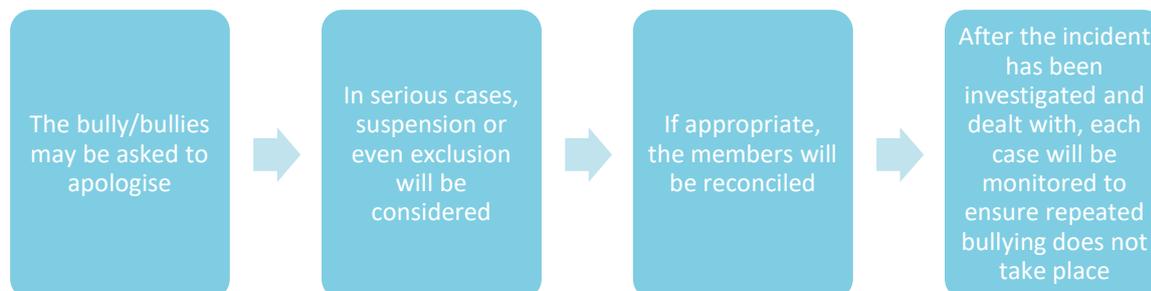
These signs and behaviours could indicate other problems, but bullying should be considered and should be investigated.

Club procedures

Report incidents of bullying to the welfare officer, coach, teacher or committee member.



Outcomes



Prevention:

We will use Kidscape methods for helping children to prevent bullying <https://www.kidscape.org.uk/>

Please contact Sarah Watson Welfare Officer with any concerns welfare@morpeth-asc.org.uk