



## **WVSC Anti Bullying policy**

Wey Valley Swim Club (WVSC) takes bullying and its impact seriously. Swimmers and their parents or carers should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The club will seek ways to counter the effects of bullying that may occur within the club sessions.

Please be aware that swim sessions are the scheduled times, and you are responsible for your child until the start of the session and from the point you collect them from the session. If you drop your child at swimming, the coaches do not take responsibility until the session begins.

### **Definition of Bullying**

Bullying is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

- Emotional
  - Being unfriendly, excluding, tormenting (e.g hiding kit, threatening gestures).
- Physical
  - Pushing, kicking, biting, hitting, punching or any use of violence.
- Racial
  - Racial taunts, graffiti, gestures.
- Sexual
  - Unwanted physical contact or sexually abusive comments.
- Homophobic / transphobic / gender identity abuse
  - Because of, or focussing on the issue of sexuality.
- Body shaming
  - Slurs, tormenting words or behaviours due to someone's weight, height, appearance, disabilities in any way.
- Direct or indirect verbal
  - Name calling, sarcasm, spreading rumours, teasing.
- Cyber bullying
  - All areas of the technology, such as email, internet, chat, Twitter, Facebook misuse, social media, mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities, in all aspects of training, but especially in changing rooms.

Bullying is classed as any slur against any club member or member of the coaching team on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, gender identity, genetics, mental or physical disability.

Bullying can seriously damage a young person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can cause emotional harm, and the impact on club members and their parents/carers can be significant.



Please watch and listen for signs that your child is being bullied or is bullying others. Reasons your child might be bullying others

The child doesn't know it's wrong  
They are copying family members or others whom they admire  
They haven't learnt other ways of mixing with their peers  
Their friends encourage them to bully  
They are going through a difficult time and acting out aggressive feelings.

As a parent/carer of a WVSC member, please speak to your swimmer about bullying and what the definition of bullying is. Please reinforce with them that something that might be seen as inconsequential for them might be devastating for the person being targeted.

If you are a swimmer being bullied, in the first instance, please speak to your coach. If you feel you cannot approach your coach during squad times, please email [welfare@wvsc.co.uk](mailto:welfare@wvsc.co.uk) who will ensure your concerns are dealt with in a confidential manner.

If you are a parent / carer who thinks that you have witnessed an incident of bullying, please speak to a member of the coaching team or email [welfare@wvsc.co.uk](mailto:welfare@wvsc.co.uk) where the incident will be passed on to the coach who was running the session.

If you believe a member of the WV swim coaching team is bullying a swimmer or another member of the coaching team, please speak to Suzanne Angell or email on [welfare@wvsc.co.uk](mailto:welfare@wvsc.co.uk)