



## ASA Anti-bullying Policy

This policy has been modelled on the anti-bullying guidance provided by Kidscape. Please visit [www.kidscape.org.uk](http://www.kidscape.org.uk) for more information. Statement of intent

The ASA is committed to providing a caring, friendly and safe environment for all of our members so they can learn to swim or train in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at all of our affiliated organisations. If bullying does occur, all members should be able to speak out and feel reassured that incidents will be dealt with promptly and effectively. We are a TELLING organisation. This means that anyone who knows that bullying is happening is expected to tell the welfare officer, coach, teacher or another officer or employee of the organisation.

### Objectives of this policy

- All officers, teachers, coaches, members and parents should have an understanding of what bullying is.
- All officers, teachers and coaches should know what the organisation's policy is on bullying, and follow it when bullying is reported.
- All members and parents should know what the organisation's policy is on bullying, and what they should do if bullying arises.
- All organisations should 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. It can happen face-to-face or through cyberspace, and comes in many different forms: Bullying can include:
  - Verbal: Name calling, persistent teasing, mocking, taunting and threats.
  - Physical: Any form of physical violence, intimidating behaviour, the or 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 a group, typically 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 include pressure to send images of a sexual nature.
- Disability: 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, but is not limited to, factors surrounding the way someone looks or dresses, hobbies and interests, family 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 organisation who are bullying others need to learn to behave more appropriately. Organisations have a responsibility to respond promptly and effectively to issues of bullying.

Other helpful organisations: Swimline: 0808 100 4001 Kidscape Parents Helpline: (Mon-Fri, 10-4) 0845 1 205 204 ChildLine: 0800 1111 Child Power Leaflet: available from [jenni.dearman@swimming.org](mailto:jenni.dearman@swimming.org)

Youth Access: (Mon-Fri, 9.30pm-1pm and 2pm-5.30pm) 020 8772 9900 Family Lives: (formerly Parentline Plus) 0808 800 2222 BullyingUK

Everton SA welfare officers are Claire Yates and Dez Chow

Contact [welfareesa@evertonsa.org.uk](mailto:welfareesa@evertonsa.org.uk)