



## Cults Otters – Learn to Swim Programme

### Anti-Bullying Policy

The aim of the anti-bullying policy is to ensure that swimmers learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti social behaviour that can affect everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical ( hitting, kicking, theft )
- Verbal ( name calling, racist remarks )
- Indirect (spreading rumours, excluding someone from social groups )

Swimmers or pupils that are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Teachers / coaches must be alert to the signs of bullying and act promptly and firmly against it.

#### Implementation

The following steps shall be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the Teacher / Coach who has been approached
- A clear account of the incident will be recorded by the Teacher / Coach and given to the Child Protection Officer, the LTS Coordinator and the Chairman
- The Child Protection Officer will interview all concerned and will record the incident and report to the LTS Coordinator and the Chairman
- Teachers / Coaches will be kept informed and if it persists the Teachers / Coaches will advise the Child Protection Officer
- Parents of all swimmers / pupils involved will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Swimmers or pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a Teacher / Coach or Child Protection Officer or a member of staff of their choice
- Reassuring the swimmer
- Offering continuous support
- Restoring self- esteem and confidence
- Further consultation at 3 and six months after the incident to confirm that bullying has stopped,