



CHEAM MARCUDA SWIMMING CLUB



ANTI-BULLYING POLICY

We are committed to providing a caring, friendly and safe environment for all our members so that they can swim in a relaxed and secure atmosphere. Bullying of any kind, by any person is unacceptable at our club. If bullying does occur, all swimmers or parents should be aware that we want to know so that we can investigate and resolve the situation.

It should be remembered that bullying takes many forms and results in pain and distress to the victim. Bullying can be emotional, verbal, physical, racist or sexual.

Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect. As a club we take bullying very seriously. Swimmers and parents can be assured that the club will respond promptly and effectively to issues of bullying and that they will be supported when bullying is reported.

When a case of bullying is reported to the club welfare officer or a member of the committee the parent of the member (or the member if over 18) will be asked to attend a meeting to discuss the problem. If particularly serious the police and/or ASA will be consulted. The bullying behavior or threats will be investigated, and the bullying stopped quickly. It would be hoped that mediation would be successful, and that reconciliation would be possible by getting the two parties together and that a genuine apology might solve the problem.

If this approach fails or is not considered appropriate a small panel (Chairman, Welfare Officer, Secretary or Committee Member) should meet with the parent(s) and child alleging bullying and take a detailed statement. Minutes should be taken and agreed by all as being a true account. The same panel should meet with the alleged bully and parent(s) and put the incident raised to them and ask for their response. Minutes should again be taken and agreed.

If bullying has in the view of the panel taken place the swimmer/member should be warned and put on notice of temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting is appropriate at this time. The club committee will continue monitor the situation. Coaches of both swimmers should be made aware of the concerns and the outcome of the process.