

Managing bullying

Swim England is committed to providing 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 within our sports.

What is bullying behaviour?

The Anti-Bullying Alliance defines bullying as “**the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online**”.

Bullying can include:

- **Verbal:** name calling, persistent teasing, mocking, taunting and threats.
- **Physical:** any degree of physical violence including hitting, kicking and pushing.
- **Intimidating behaviour,** theft or the intentional damage of possessions.
- **Emotional:** excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.
- **Cyber:** 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.
- **‘Banter’:** can include any of the above types of bullying in a way that may not be intended to cause harm to someone, but doesn’t account for the impact such behaviour can have on an individual.

Procedures

Report all bullying incidents to an adult at the Organisation.

That adult must then inform the Welfare Officer. The Welfare Officer and the Organisation will then decide the appropriate method for dealing with the situation, either as a breach of Code of Conduct, or as a welfare complaint. After a local resolution the conclusion must be referred to the Safeguarding and Welfare Team.

Any serious or aggravating factors around bullying can be referred directly to the Swim England Safeguarding and Welfare Team in the first instance.

Advice can be sought from the County or Regional Welfare Officer (if appropriate) or the Swim England Safeguarding and Welfare Team at any time.

Prevention

Everybody within the Organisation has a responsibility to work together to stop bullying. It is mandatory for all Organisations to adhere to the Swim England Code of Ethics and accompanying Codes of Conduct. Wavepower provides Code of Conduct templates for Organisations to use and adapt. All Organisation Members must sign a copy of the Code of Conduct when they join an Organisation so they are aware and understand acceptable standards of behaviour.

Organisations must promote and implement the Codes of Conduct and the Managing Bullying section of Wavepower.