**Anti-Bullying Policy**

At Torridgeside Swimming Club we do not tolerate or condone bullying of any type. With the welfare of our swimmers being paramount, we will always follow up any concerns and keep our Club a safe and happy place to swim. Our behaviour policy sets out to highlight not just the importance of dealing with any concerns within the club, but also the availability of all of our volunteers should your children be in a situation that makes them feel vulnerable.

**Bullying**

• All forms of bullying will be acted upon : physical, mental, racial, sexual, internet.

• Everybody in the club or organisation has a responsibility to work together to stop bullying

• Bullying can include any persistent inappropriate behaviour that undermines confidence.

**Our club will:**

• Recognise our duty of care and responsibility to safeguard all players from harm

• Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures

• Ensure that bullying behaviour is not tolerated or condoned

• Require all members of the club/organisation to sign up this policy

• Take action to investigate and respond to any reports of bullying from children and young people

• Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour

• Ensure that coaches are given access to information, guidance and training on bullying

**All TASC volunteers will:**

• Encourage individuals to speak out about bullying behaviour

• Respect every child’s need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available

• Respect the feelings and views of others

• Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued

• Show appreciation of others by acknowledging individual qualities, contributions and progress

• Ensure safety by having rules and practices carefully explained and displayed for all to see

• Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

 **How will we support your children?**

• We’ll let your children know who will listen to and support them.

• We’ll create an “open door” ethos where children feel confident to talk to an adult about bullying behaviour, a worry or anxiety they may have, or any other issue that affects them.

• Potential barriers to talking (including those associated with a child’s disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out

• We’ll make sure children are aware of helpline numbers

• Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously

• Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved

• Children experiencing bullying behaviour will be supported and helped to uphold their right to swim.

**How will we support our Parents?**

• Parents or guardians will be advised on the club anti- bullying policy and code of conduct.

• Bullying behaviour will be discussed with the child’s parents or guardians

• Parents will be consulted on action to be taken (for both victim and bully) and we’ll agree on these actions together

• Information and advice on coping with bullying will be made available

• Support will be offered to parents, including information from other agencies or support lines

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**November 2020**

**To be reviewed…………………………………November 2021…………………………………..by the TASC comittee**