



# KIPPAX A.S.C.

Affiliated to : Y.A.S.A., N.E.C., Leeds & District A.S.A. and Airedale & Wharfedale District A.S.A.

## Kippax ASC Anti-Bullying Policy

Kippax ASC complies with the guidance given by the Amateur Swimming Association (ASA). The Club is committed to providing a caring, friendly and safe environment for all members so that they can swim and participate in a relaxed and secure atmosphere. Bullying of any kind is **unacceptable** at our Club. If bullying does occur, swimmers and parents should be able to tell and know that incidents will be dealt with promptly and effectively. **We are a telling club** – this means that anyone who knows that bullying, harassment or intimidation is taking place is expected to tell the Club Welfare Officer or any Parent Helper.

### **What is bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

<b>Emotional</b>	being unfriendly, excluding (emotionally and physically), sending hurtful messages, tormenting (e.g. hiding goggles/floats), and making threatening gestures
<b>Physical</b>	pushing, kicking, hitting, punching or any use of violence
<b>Racist</b>	racial taunts, graffiti, gestures
<b>Sexual</b>	unwanted physical contact or sexually abusive comments
<b>Homophobic</b>	because of, or focussing on the issue of, sexuality
<b>Verbal</b>	name-calling, sarcasm, spreading of rumours, teasing

### **Procedures**

1. Members should report bulling incidents to the Club Welfare Officer or a Parent Helper in person, or in writing. Alternatively, ring **SwimLine** – 0808 100 4001.
2. The Club will investigate the behaviour quickly and attempt to stop the bullying.
3. Parents will be informed and asked to attend a meeting to discuss the problem.
4. An attempt will be made to help the bully (or bullies) to change their behaviour.
5. If mediation fails and the bullying is seen to continue then the Club will initiate disciplinary action under the Club Constitution and Code of Conduct.
6. In cases of serious bullying, the incident(s) will be referred to the ASA for advice.
7. If necessary, and appropriate, the police will be informed