



1 January 2011

Anti-bullying Policy

Dear club member,

We are committed to providing a caring, friendly and safe environment for all our members so they can swim in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Flitwick Dolphins Swimming club.

If bullying does occur, all swimmers or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING CLUB.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Verbal and psychological bullying can be just as hurtful as physical violence. The three main types of bullying, with some examples, are:

- Verbal – teasing, sarcasm, name calling, sexual and racist remarks
- Physical – pushing, hitting, kicking, theft of belongings
- Indirect – spreading rumours, exclusion from a social group, hurtful messages sent by text or email

Bullying results in pain and distress to the victim. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect.

So if you know that bullying is taking place the incident needs to be reported to either the child welfare officer, a member of the committee, coaching staff, or the National swim line number 0808 100 4001. The club has an anti-bullying policy and such behaviour will not be tolerated.

Thank you for your co-operation.