



Abingdon Dolphins

Abingdon Dolphins Swim School - Anti-bullying Policy

Abingdon Dolphins Swim Club will:

- Recognise its duty to safeguard all participants from harm.
- Actively promote this anti-bullying policy.
- Ensure that bullying behaviour is not accepted or condoned.
- Require all members to abide by this policy.
- Take action to investigate and respond to any alleged incidents of bullying.
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct to address bullying.
- Ensure that all members of staff are given access to information, guidance and training on bullying.

All members of staff will:

- Respect every child's need for, and right to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.
- Be committed to the early identification of bullying, and prompt and collective action to deal with it.
- Ensure safety by having rules and practices carefully explained and displayed for all to see.
- Report incidents of bullying they see – by doing nothing you are condoning bullying.



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Bullying:

- All forms of bullying will be addressed.
- Everybody has a responsibility to work together to stop bullying
- Bullying can include online as well as offline behaviour
- Bullying can include: - physical pushing, kicking, hitting, pinching etc. - name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals - posting of derogatory or abusive comments, videos or images on social network sites - racial taunts, graffiti, gestures, sectarianism - sexual comments, suggestions or behaviour - unwanted physical contact.
- Children with a disability, from ethnic minorities, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.

Support to the child:

- Reports an incident of bullying will be listened to carefully and be supported
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
- Children being bullied will be supported and assistance given to uphold their right to a safe environment which allows their healthy development
- Those who bully will be supported and encouraged to stop bullying

Support to the parents/guardians:

- Parents/guardians will be advised on the club/organisation's bullying policy and practice.
- Any incident of bullying will, where appropriate, be discussed with the child's parent(s)/guardians.
- Parents will be consulted (where appropriate) on action to be taken (for both victim and bully) and agreements made as to what action should be taken.
- Information and advice on coping with bullying is available here.
- Support will be offered to the parent(s) including information on other agencies or support lines.