



Halliwick Association of Swimming Therapy

Anti-Bullying Policy

Agreed by Halliwick AST Executive on 15 September 2018

Bullying is behaviour which hurts, frightens or threatens an individual. This could be physical, psychological, verbal or emotional and the effects can be longstanding. Bullying can be carried out over a period of time by individuals or groups against anyone of any age or gender. **THIS BEHAVIOUR IS UNACCEPTABLE.** In order to create a happy, safe and secure swimming and club environment for all members of the club, it is essential to ensure that bullying in any form is not tolerated.

We expect all club members to support the Club Committee in dealing with any bullying and or aggressive behaviour.

AIMS

1. To ensure that the ethos of the Club promotes a respectful, caring and sympathetic attitude toward the welfare of all Club members.
2. To prevent unacceptable, aggressive behaviour.
3. To recognise that the prevention of bullying at an early stage is part of the Club Committee's responsibility
4. To ensure that all Club members feel secure in reporting incidents to the Committee.
5. To deal with any bullying incidents promptly, fairly and appropriately.
6. To ensure that all parties involved are notified of incidents and actions taken at the earliest opportunity.

A member of the Committee shall be appointed to investigate any reported cases of bullying.

He/she shall report to the Committee the results of the investigation. A decision on any action needed will be taken by the Club Committee.

This is based on the policy written by the Executive Committee of the National Association of Swimming Clubs for the Handicapped (NASCH)