

Anti-Bullying Policy

SCB understands that both children, young people, and adults' wellbeing can be seriously impacted upon by bullying behaviour and therefore recognises the information provided by [respect me](#), Scotland's Anti-Bullying Service and the Scottish Swimming Anti-Bullying Policy

The Club stipulates within its Code of Conduct that all Members shall, when with or representing the Club, endeavour to consider the interests of all other Members (Swimmers, Volunteers, coaches, and all others involved within the activities of the Club) and always treat them all fairly and with respect at all times. 'Bullying is never acceptable'.

The Club recognised that bullying could take place both in person and in the virtual world of social networking sites, emails, or text messages.

Bullying: a definition

Bullying is deliberately hurtful behaviour, usually repeated over a period of time, in situations where it's difficult for those being bullied to defend themselves. It can take many forms, including:

- Physical - hitting, kicking, theft, punching, shoving, any use of violence.
- Verbal - threats, name-calling, spreading rumours, teasing.
- Emotional - isolating an individual from the activities and social acceptance of the peer group, being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)
- Harassment e.g. using abusive or insulting behaviour in a manner intended to cause alarm or distress.
- Cyber - vindictive posts on all areas of the internet such as social media sites e.g. Facebook or Instagram, nasty messages, emails, mobile threats by text messaging and calls, misuse of connected technology, i.e. camera and videos
- Prejudiced based - e.g. racist, homophobic, or sectarian using abusive or insulting behaviour in a manner intended to cause alarm or distress.

Bullying takes many forms but ultimately it is the perception of the victim that determines whether they are being bullied rather than the intention of the bully.

The club encourages all members to report any suspected instances of bullying to one of the clubs committee members.

Cyber Bullying

Cyber Bullying refers to bullying and harassment through the use of electronic devices such as personal computers and mobile phones - using email, texting and social networking websites.

Cyber Bullying is wilful and involves recurring or repeated harm inflicted through the medium of electronic devices and is meant to cause emotional distress.

Cyber Bullying might include:

- A peer who intimidates using a social networking website
- A swimming coach who sends negative feedback about a participant via personal text message
- A club member who posts negative comments about a fellow member on a club forum

Cyber Bullying may also include threats, sexual remarks and hate speech. E-Bullies may publish personal contact information of their victims at websites. They may attempt to act as the victim for the purpose of publishing material in their name that would defame or ridicule them.

Cyber Bullying is particularly serious due to the nature in which the abuse occurs. It can be very personal and take place in a closed private format where the victim may feel isolated, and the content will not be viewed by others. Alternatively, it could take place in a public format. It may lead to the victim rereading any material in private perhaps leading to feelings of paranoia, depression, or loneliness.

The club will take all cases of cyber bullying seriously and will deal with them in line with this policy.

How should bullying be dealt with?

SCB encourages all members to report any suspected instances of bullying to one of the club committee members or the clubs Wellbeing & Protection Officer. The club will ensure all instances of bullying are taken very seriously and will be investigated thoroughly.

- Listen carefully.
- Discuss the potential course of action.
- Record the information.
- Report bullying incident to the club Wellbeing and Protection Officer (scbukwelfare@gmail.com) or a member of the committee.
- In cases of serious bullying, the incident will be referred to the Scottish Swimming Safeguarding Officer for advice and the individual made aware.
- Where appropriate, police maybe consulted with the bullied member's consent.
- An attempt will be made to help the bully change their behaviour.
- If mediation fails and the bullying continues the club will initiate disciplinary action under the club's Disciplinary Policy, or where appropriate under Scottish Swimming Disciplinary Procedures.