



As a Swim England affiliated club, Camden Swiss Cottage Swimming Club (the Club) is committed to providing a caring, friendly and safe environment for all of our members so they can learn to swim and train in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Club.

Annual reminders and renewal of membership agreements, including Codes of Conduct and Club policies, alongside [Wavepower 2024](#) are promoted to remind members of expectations.

If bullying does occur, all members should know and trust that incidents will be dealt with promptly and effectively. We are a TELLING Club. This means that anyone who knows that bullying is happening is expected to tell the [Welfare Officer](#), Coach, Teacher or another Officer of the Club.

### What Is Bullying behaviour?

The Anti-Bullying Alliance defines bullying as, *“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal, or psychological. It can happen face-to-face or online.”*

### Bullying can be:

- **Verbal:** name-calling, sarcasm, spreading rumours, persistent teasing, mocking, threats.
- **Physical:** any degree of physical violence including hitting, kicking and pushing.
- **Intimidating Behaviour:** theft or the intentional damage of possessions.
- **Emotional:** excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours. General unkindness / being unfriendly.
- **Cyber:** the misuse of digital technologies or communications to bully a person or group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.
- **‘Banter’:** can include any of the above types of bullying in a way that may not be intended to cause harm to someone, but doesn’t account for the impact such behaviour can have on an individual.

### Procedures

- Report bullying incidents to the Welfare Officer, coach, teacher or another Club officer.
- The adult who is told about the bullying must then inform the Club Welfare Officer at: [welfare@camdenswimming.co.uk](mailto:welfare@camdenswimming.co.uk) The Welfare Officer, on behalf of CSCSC will then decide the appropriate method for dealing with the situation, either as a breach of Code of Conduct, or as a welfare complaint. After a local resolution the conclusion must be referred to the Safeguarding and Welfare Team.
- Any serious or aggravating factors around bullying can be referred directly to the Swim England Safeguarding and Welfare team in the first instance.
- Advice can also be sought from the County or Regional Welfare Officer (if appropriate), Local Authority Designated Officer or Swim England Safeguarding and Welfare Team at any time.