



Halliwick Penguins Swimming Club

for disabled people

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Registered Charity Number 1033588

AFFILIATED TO HALLIWICK AST



Anti-Bullying Policy

Bullying is behaviour which hurts, frightens or threatens an individual. This could be physical, psychological, verbal or emotional. Bullying can be carried out on a single occasion or over a period of time, by individuals or groups, against anyone of any age or gender. Effects of bullying or aggressive behaviour can be longstanding.

BULLYING AND AGGRESSIVE BEHAVIOUR IS UNACCEPTABLE.

To create a happy, safe and secure swimming and club environment for all members of the club, it is essential to ensure that bullying or aggressive behaviour in any form is not tolerated.

We expect all club members to support Halliwick Penguins Swimming Club in reporting any bullying and/or aggressive behaviour.

Halliwick Penguins Swimming Club will not tolerate aggressive or bullying behaviour and will:

- Aim to ensure that the ethos of the club promotes a respectful, caring and sympathetic attitude toward the welfare of all club members.
- Aim to prevent unacceptable or aggressive behaviour.
- Recognise that the prevention of bullying at an early stage is part of the club executive committee's responsibility.
- Ensure that all club members feel secure in reporting incidents to the club's executive committee.
- Deal with any bullying incidents or incidents of aggressive behaviour promptly, fairly and appropriately in accordance with the club's complaints and grievance policy.

Please also refer to our Equality, Diversity and Inclusion Policy and our Policy on Disruptive Behaviour.