

Tidal Swim Club: Anti-Bullying Policy



Date of Assessment: 01/02/2025

Assessor Name: Michael Brackstone, Director and DSL

Reviewed By: Niamh Wilkinson Director and CEO

Next Review Date: 01/02/2026

1. Purpose Tidal Swim Club ("the Club") is committed to fostering a positive, respectful, and inclusive environment for all members. Bullying in any form is unacceptable and will not be tolerated. This policy outlines the Club's commitment to preventing and addressing bullying behavior.

2. Scope This policy applies to all individuals associated with the Club, including but not limited to swimmers, coaches, staff, volunteers, board members, parents, and visitors. It covers all Club activities, including practices, competitions, social events, online interactions, and any communication related to the Club.

3. Definition of Bullying Bullying is any repeated, intentional behavior that causes physical, emotional, or psychological harm to another person. It can take many forms, including but not limited to:

- **Physical Bullying** – Hitting, pushing, kicking, or any unwanted physical contact.
- **Verbal Bullying** – Name-calling, insults, threats, or derogatory remarks.
- **Social/Relational Bullying** – Excluding, spreading rumors, or encouraging others to isolate someone.
- **Cyberbullying** – Harassment or intimidation through digital communication, including social media, emails, or text messages.

4. Prevention Strategies Tidal Swim Club is committed to proactive measures to prevent bullying, including:

- Education and awareness programs for swimmers, coaches, and parents.
- Clear expectations for behavior outlined in the Club's Code of Conduct.
- Encouraging open communication and a culture of respect.

5. Reporting Procedures Any member who experiences or witnesses bullying is encouraged to report the incident promptly. Reports can be made to:

- The Club's designated **Safe Sport Officer**
- A coach, staff member, or board member
- A trusted adult within the Club

Reports may be submitted in person, via email, or through a confidential online reporting system if available.

6. Investigation and Response All reports of bullying will be taken seriously and investigated in a timely manner. The process includes:

1. **Confidentiality:** Ensuring privacy for all parties involved as much as possible.
2. **Fair and Impartial Review:** Speaking with involved parties and witnesses.
3. **Appropriate Actions:** If bullying is confirmed, responses may include warnings, mediation, suspension, or expulsion from the Club, depending on severity.
4. **Support Measures:** Providing resources and support for victims of bullying.

7. Retaliation Prohibited Any form of retaliation against individuals who report bullying in good faith or participate in an investigation is strictly prohibited. Retaliation will result in disciplinary action.

8. Policy Review & Updates This policy will be reviewed annually and updated as needed to ensure it remains effective and aligned with best practices.

For any concerns or questions regarding this policy, please contact the **DSL Michael Brackstone** or Club Administration.

Sign-Off

Assessor Name: Michael Brackstone Director and DSL

Signature: M.Brackstone

Date: 01/02/2025

Reviewed By: Niamh Wilkinson Director and CEO

Signature: N.Wilkinson

Date: 01/02/2025