



# Anti-bullying policy

This policy has been modelled on the anti-bullying guidance provided by NSPCC ([www.nspcc.org.uk](http://www.nspcc.org.uk)) and Kidscape ([www.kidscape.org.uk](http://www.kidscape.org.uk)). It has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

## Purpose and scope of this policy statement

Loftus Dolphins works with children and families.

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities.
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- to provide information to all volunteers, children and their families about what we should all do to prevent and deal with bullying.

## What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally

## We believe that:

- children and young people should never experience abuse of any kind.
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

## We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.



### **We will seek to prevent bullying by:**

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- Having discussions about bullying and why it matters.

### **Responding to bullying**

- Incidents of bullying should be reported to the welfare officer, the coach or the Chairman.
- The bullying behaviour, or threats of bullying, must be investigated and the bullying must be stopped quickly.
- We will make sure our response to incidents of bullying takes into account the needs of the person being bullied and the needs of the person displaying bullying behaviour •
- The bully/bullies may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension or even exclusion will be considered.
- After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### **Contact**

The current Welfare Officer contact details can be found on the board at the swimming pool and on the website.

Alternatively, the Chair can also be contacted.

A complaints form is also available on our website.

### **Linked documents**

The following documents can also be found on our website:

- Code of Conduct
- Safeguarding policy