

Crawley Swimming Club: Anti-Bullying and Misconduct Policy



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Compliance Framework: Wavepower 2025 (Version 2.1)

1. Policy Statement

Crawley Swimming Club is fully committed to providing a caring, friendly, and safe environment for all our members so they can learn to swim, train, and compete in a relaxed and secure atmosphere. Bullying of any kind is entirely unacceptable within our sport. If bullying does occur, all members and parents should know that incidents will be dealt with promptly, objectively, and effectively.

2. What is Bullying Behaviour?

In accordance with the Anti-Bullying Alliance and Swim England, bullying is defined 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."

Recognised Forms of Bullying:

- **Verbal:** Name-calling, persistent teasing, mocking, taunting, and verbal threats.
- **Physical:** Any degree of physical violence including hitting, kicking, tripping, and pushing.
- **Intimidating Behaviour:** Gestures, exclusion, theft, or the intentional damage of a member's personal possessions.
- **Emotional:** Tormenting, ridiculing, humiliation, setting people up, and actively spreading malicious rumours.
- **Cyber:** The misuse of digital technologies, social media, or messaging applications to target a person or group through threatening, offensive, anxious, or humiliating communications.
- **Malicious "Banter":** Hiding behind the excuse of "banter" does not excuse bullying behaviour. Regardless of the perpetrator's intent, the **impact on the individual** determines whether the behaviour is unacceptable. Crawley SC has zero tolerance for harmful behaviour framed as a joke.

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3. Reporting and Triage Procedures

Step 1: Immediate Reporting

- All bullying incidents must be reported immediately to a club adult (e.g., a coach, teacher, team manager, or official).
- Any adult who receives a report or witnesses bullying behaviour **must** inform a member of the Club Welfare Team as soon as practically possible.

Step 2: Welfare Triage

- The Welfare Officer will review the incident.
- Low-level, isolated behavioural friction between peers may be routed through a local resolution utilising the club's Behaviour and Disciplinary Policy.
- Persistent, severe, or bullying targeted at protected characteristics (such as discriminatory or racist bullying) will be handled strictly as a **welfare complaint**.

Step 3: National Escalation

- Serious or aggravating bullying factors will be referred directly to the **Swim England Safeguarding and Welfare Team** in the first instance.
- Following any local resolution of a bullying complaint, the conclusion must be logged and shared with Swim England.
- Advice can be sought from the County/Regional Welfare Officer or the Swim England national team at any time.

4. Prevention and Personal Responsibility

Everyone within Crawley Swimming Club — including swimmers, parents, coaches, and volunteers — have a shared responsibility to work together to eliminate bullying.

- **Mandatory Agreement:** All members must review and digitally sign their respective Code of Conduct via **Swim Manager** upon joining or renewing their membership.
- **Standards of Behaviour:** Signing ensures that all members explicitly understand the acceptable boundaries of behaviour.
- **Active Enforcement:** Crawley SC will actively promote and implement the Managing Bullying sections of Wavepower 2025 during briefings, committee meetings, and squad sessions.