



# Scottish Sub Aqua Club

## Anti Bullying Policy

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## Revision History

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## Review

This document has been reviewed by the following people

Name	Function	Review Date

## Approval and Next Review

Approved Date	16/01/2019
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## **Scottish Sub Aqua Club Anti-Bullying Policy**

Our anti-bullying policy sets out how we feel about bullying as a club or organisation, what we'll do to tackle it and how we'll support our Members who experience or display bullying behaviour.

### **Bullying**

- All forms of bullying will be acted upon
- Everybody in the club or organisation has a responsibility to work together to stop bullying
- Bullying can include online as well as offline behaviour
- Bullying behaviour can include:
  - Physically pushing, kicking, hitting, pinching ect.
  - Name calling, spreading rumours, persistent teasing and humiliation, or continual ignoring of others
  - Posting of derogatory or abusive comments, videos or images on social media
  - Racial, homophobic, transphobic or sexist comments, taunts or gestures
  - Sexual comments, suggestions or behaviour - unwanted physical contact

### **Scottish Sub Aqua Club Will**

- Recognise its duty of care and responsibility to safeguard all members from harm
- Promote and implement this anti-bullying policy in addition to the safeguarding policy and procedures
- Ensure that bullying behaviour is not tolerated or condoned
- Require all members of the club/organisation to sign up to this policy
- Take action to investigate and respond to any reports of bullying from Members
- Encourage and facilitate Members to play an active part in developing and adopting a code of conduct for behaviour
- Ensure that coaches are given access to information, guidance and training on bullying

### **Each Member Will**

- Encourage individuals to speak out about bullying behaviour
- Respect every members need for, and right to an environment where safety, security, praise Recognition and opportunity for taking responsibility are available  
Respect the feelings and views of others
- Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- Show others appreciation by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see
- Report incidents of bullying behaviour - by doing nothing you are condoning the behaviour