



BSAC BRANCH 5 -ANTI-BULLYING POLICY

Principles and Values

As a Club we take bullying and its impact seriously. Club members, students and parents should be assured that all known incidents of bullying will be investigated, and will not be tolerated in any form. The Club will seek ways to counter the effects of bullying that may occur within the Club. The ethos of our Club fosters high expectations of outstanding behaviour, and we will consistently challenge any behaviour that falls below this.

Objectives of this Policy

- All Club members, students and parents should understand what bullying is.
- All Club members, students and parents should know what the Club policy on bullying is, and to follow it when bullying is reported.
- All Club members, students and parents should know what the Club policy is on bullying, and what they should do if bullying arises.

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that our Club is a safe place for children and adults to be.

What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at Branch 5 is considered to be, “unacceptable behaviour which occurs **‘lots of times, on purpose’.**”

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. threatening gestures)
Physical	any use of violence
Racial	racial taunts, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Direct or indirect Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of internet ,such as what's app, snap chat, Twitter, Facebook misuse; Mobile threats by text messaging and calls Misuse of associated technology , i.e. camera and video facilities, Ipad

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- Special needs or disability
- Appearance or health condition
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the Clubhouse, pool, dives, internet and functions. It can take place in group dives.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

This imbalance of power may occur due to:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc

Club members must remain vigilant about bullying behaviours and approach this in the same way as any other category of Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Some members may not be aware that they are being bullied, either because they may be too young or may have a level of Special Needs meaning that they may be unable to realise what others may be doing to them.

Club members must also be aware of those members who may be vulnerable, as this may make them more likely to fall victim to the behaviour of others.

Why is it Important to Respond to Bullying?

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Bullying has the potential to damage the mental health of a victim.
- Everybody has the right to be treated with respect.
- Club members who are bullying need to learn different ways of behaving.

Outcomes

All known/reported instances of bullying will be investigated by the committee and/or by the Welfare Officer.

In some cases, BSAC and outside agencies may be requested to support the Club in dealing with a club member who continually demonstrates unacceptable behaviour towards others.

In serious cases the perpetrator will be excluded from the Club.

During and after the incident(s) has/have been investigated and dealt with, each case will be recorded in the Bullying Log and monitored, to ensure repeated bullying does not take place.

HOW TO REPORT AN INCIDENT OR CONCERN

Report bullying to the Welfare Officer.

- In serious cases the incident will be forwarded to BSAC.
- The bullying behaviour or threats of bullying will be investigated, and the bullying stopped quickly.

DO NOT

- Do not attempt to sort the problem out yourself by speaking to the person whom you think may be behaving inappropriately towards your child or another person.
- Do not encourage others to bully back as this can make the situation more difficult to sort out.
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HELPFUL CONTACTS NUMBERS:

Welfare officer: Jan Ryan welfareofficer@merseydivers.com

Committee: committee@merseydivers.com
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BSAC – 0151 350-6200

Approved by:

Chairperson – Dave Edwards: approved 18.08.2022

Vice Chairperson – Vince Clegg: approved 18.08.2022

Incident report log

Date:

Club member displaying inappropriate behaviour:

Description of incident:

Who was involved:

Action(s) taken

By whom

Date

Conclusion – final outcome