

#  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

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Approval and Next Review

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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 etc.

◼ 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

Reference: [https://www.gov.scot/publications/respect-national-approach-anti-bullying-scotlands-children-young-people/pages/4/](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.gov.scot%2Fpublications%2Frespect-national-approach-anti-bullying-scotlands-children-young-people%2Fpages%2F4%2F&data=02%7C01%7Cfiona.campion%40children1st.org.uk%7C5748e43315d944ca537c08d761e08be3%7C925f0a2058f847ab9c28aa2c0af68709%7C0%7C0%7C637085490116131531&sdata=G2OyT32uebnLga%2F53HNeATRYOtO%2BOSs1nU0n9t1Okwg%3D&reserved=0)