





ABOUT US

INDEPTH DIVING LTD

The business was first started by James Neal and Ollie Powell after they both became disenfranchised with other dive centres that they had been involved in. They both had a desire to deliver diver education to the highest of standards and both have multiple PADI accolades to their names, including numerous Elite Instructor awards, multiple 'Certificates of Commendation' and they have both completed PADI's Advanced Instructor Training Academy, making them each one of only eighteen instructors within the UK to have done so!

InDepth Diving Ltd is arguably the region's most inclusive dive centre, with a zero tolerance policy towards any form of bullying both within the dive centre itself and the wider diving industry!

ANTI-BULLYING POLICY

The following policy is aimed at helping all Instructors, Assistant Instructors, Divemasters and other support staff to understand their responsibilities to identify and deal with bullying. The guidance below is aimed to help facilitate this, but is not exhaustive.

Every person (child and adult alike) has the right to experience sport in a safe environment free from any form of abuse and bullying.

Bullying may be defined as the repeated and the deliberate acts of hurtful behaviour by one or more people, repeated over a period of time and against which it is difficult for the bullied person to defend. The victim may not be able to defend themselves and they may suffer from hidden disabilities. Do not assume that a person is unaffected simply because they 'look' fine.

Bullying can take on many forms, including physical, emotional and psychological. Any form of constant berating would be considered bullying. It can take place in any environment, work, school, club, sporting activity.

Bullying causes hurt, and the damage inflicted by bullying can often be underestimated. Bullying can also cause considerable distress to any individual on the receiving end and affect their health and development or in extreme cases cause them significant harm; including self-harm.





DEFINITION

THE MAIN TYPES OF BULLYING ARE:

- **PHYSICAL** - Pushing, kicking, hitting, pinching and other forms of violence or threats.
- **VERBAL** - Name-calling, sarcasm, spreading rumours, persistent teasing.
- **RACIST** - Racial taunts, graffiti, gestures.
- **SEXUAL** - Unwanted physical contact or abusive comments.
- **HOMOPHOBIC** - Any hostile or offensive action against lesbians, gay males or bisexuals or those perceived to be lesbian, gay or bisexual.
- **ABUSE OF THE VULNERABLE.** For example, children with physical disabilities, on the autism spectrum, or with special educational needs, carers, children who have suffered a death in the family.
- **EMOTIONAL/PSYCHOLOGICAL.** Including, tormenting, ridicule, humiliation.

(The above is not an exhaustive list.)

BULLYING CAN RESULT IN:

- Depression / anxiety
- Low self-esteem
- Shyness
- Poor academic / course achievement
- Isolation
- Threatened or attempted suicide

BULLYING CAN BE BY:

- Adult on adult
- Adult on child
- Child on child
- Parent on child
- Group on child
- Group on adult
- Face to Face
- Electronic Messages
- Social Media



EXAMPLES OF BULLYING IN THE SPORT COULD BE:

- A “pushy-parent” whose child does not wish take part in the sport but is made to by the parent who is unable to acknowledge the child’s feelings and wishes.
- A “pushy-partner” whose spouse does not wish take part in the sport but is made to by their partner who is unable to acknowledge their feelings and wishes.
- An instructor who cannot accept that when a child is unable to perform a task in the sport due to fear or other reasons and continuously pushes beyond a level of reasonable encouragement.

All forms of bullying will be addressed. Everyone within InDepth has a responsibility to work together to stop bullying. Bullying can include online as well as offline behaviour.

INDEPTH SHOULD:

- Recognise its duty of care and responsibility to safeguard all students from harm.
- Promote and implement this anti-bullying policy in addition to its Safeguarding Policy and Procedures.
- Seek to ensure that bullying behaviour is not accepted or condoned.
- Require all members of staff to be given information about, and sign up to, this policy.
 - Take action to investigate and respond to all alleged incidents of bullying.
 - Encourage and facilitate everyone to play an active part in developing and adopting a code of conduct to address bullying.
 - Ensure that all instructors and pro staff are given access to information, guidance and/or training on identifying and managing bullying.



EACH PARTICIPANT, INSTRUCTOR, VOLUNTEER WILL:

- Respect everyone's need for, and rights 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 that our differences make each of us unique, special and should be valued.
- Show appreciation of others by acknowledging individual qualities, attributes, contributions and progress.
- Be committed to the early identification of bullying, and prompt and collective action to deal with it, irrespective of who it may be.
- Report incidents of bullying they see – by doing nothing they are condoning bullying.

WHAT YOU SHOULD DO IF YOU WITNESS ANY FORM OF BULLYING:

SUPPORT THE INDIVIDUAL

- Individuals should know YOU will listen to them talk, whether it be about bullying or other worries.
- Potential barriers to talking (including those associated with an individual's disability or impairment) need to be identified and addressed at the outset to enable them to approach staff members for help.





- Children should have access to Helpline numbers. (See Opposite Page.)

- Anyone who reports an incident of bullying will be listened to carefully and be supported.

- We will investigate alleged bullying objectively, listening carefully and impartially to all concerned.

- Victims of bullying are supported and will be.

- Bullies will be encouraged and helped to stop.

- Bullies will neither be ridiculed nor isolated for long periods. Support to the parents/carers.

Parents/carers should be advised on InDepth's anti-bullying policy and practice

Any incident of bullying will be discussed.

Information and advice on coping with bullying will be made available.

- Support should be offered to any parent/guardian/carer including information on other agencies.

USEFUL CONTACTS

National Bullying Helpline

0300 323 0169

www.nationalbullyinghelpline.org

Bullying UK:

0808 800 2222

www.bullying.co.uk

Anti-Bullying Alliance:

www.antibullyingalliance.org

NSPCC Helpline:

0808 800 5000

ChildLine:

0800 1111

www.childline.org.uk

POLICE:

999 - Emergencies

101 - Non-Emergency



InDepth

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