



ANTI BULLYING POLICY

Our aim is to create a club that can be proud of its safe and friendly environment. We want to celebrate successes, big and small, and to nurture an environment where everyone feels happy and safe. We want everyone to enjoy gymnastics without worry and fear of bullying.

Bullying is defined as repeated behaviour which makes others feel uncomfortable or threatened - intentional or not. We take all acts and allegations of bullying very seriously. Some examples of bullying:

- Emotional: excluding, not being friendly, nasty looks, spreading rumours
- Physical: pushing, hitting, kicking, taking or hiding belongings
- Verbal: name calling, sarcasm, teasing, insulting and ignoring, writing unkind notes
- Cyber: all threats, messages or use of social media that could be construed as bullying

Bullying is not acceptable. Disruptive behaviour or threatening will not be tolerated.

Possible signs of bullying

Becoming shy and nervous, clinging to parents or coaches. Behaviour may change – showing a lack of concentration, poor attendance and feeling ill.

To gymnasts

If someone is behaving towards you in a manner that makes you unhappy, please tell your Coach straight away. The Coach/coaches will then also alert the Welfare Team who are here to help and support.

To parents

If you suspect, or have proof, that your child is being bullied, please contact the Welfare team as soon as possible. We will aim to deal with any concerns or allegations sensitively and firmly.

If we discover your child is being bullied, we promise our Welfare Team will contact you to inform you and to resolve the situation.

Procedures:

We have a 3 step process:

- 1) Anyone failing to meet our behaviour standards will receive a verbal warning (and parents will be informed)
- 2) If poor behaviour continues, a written warning will be issued, and disciplinary action will be taken if necessary.
- 3) If the written warning does not have the desired effect, the gymnast may be suspended or expelled at the discretion of Head Coach / Club Owner.