



## **ANTI\_BULLYING POLICY**

Bullying is defined by the Anti-Bullying Alliance as 'the repetitive, intentional hurting of one person by another or by a group'. Bullying can be carried out physically, verbally, emotionally or through social media. Examples include name calling, insulting, teasing, pushing, hitting, spreading unpleasant rumours, hiding or damaging personal property, excluding from friendship groups and using social media to cause distress. The effects of bullying are distressing for the child, the parents and the club. Overtime the bullied child may become withdrawn, refuse to attend training, become fearful and anxious and show signs of physical harm such as bruising. All children may become subject to bullying, but some children with specific needs may be more vulnerable.

Tumble Gymnastics Club recognises that it has a duty of care to safeguard everyone in the Club. This Anti-Bullying Policy forms part of the Club Safeguarding Policy.

### **The Club will:**

- Not condone poor behaviour of any kind, by any member of the club, including behaviour that could be termed bullying.
- Encourage gymnasts, coaches, officers and parents to treat each other with kindness and respect at all times and to work together to create a happy and supportive working atmosphere in the gym.
- Encourage everyone to recognise that we are all different. By working together, we can all enjoy taking part in our sport.
- Have appropriate and known procedures in place to deal with incidents, concerns and complaints.
- Act promptly to support anyone who may be being bullied.
- Have appropriate procedures in place to deal with anyone found to be bullying others.
- Ensure all coaches and officials have received appropriate training.
- Ensure everyone knows that they must 'speak up' if they have any concerns.

### **Gymnasts will:**

- Show good behaviour at all times within the premises of Tumble Gymnastics and Activity Centre.
- Show friendship and kindness to everyone in their group and work hard to help each other and the coach.
- Understand that we are all individual, with different skills and qualities.
- Understand that bullying in any form is hurtful and wrong and be confident in speaking out so that no one is bullied in our club.

- Know that poor behaviour, including bullying will be reported and investigated.

**Coaches will:**

- Create a happy and supportive working relationship with everyone in the gym. Display positive body language, and use positive coaching strategies by setting appropriate, achievable tasks, using praise and providing helpful and encouraging feedback to the gymnasts.
- Expect good behaviour from the gymnasts at all times. Deal with any poor behaviour immediately.
- Take every opportunity to talk to their group formally and informally about working well together, sharing apparatus, helping each other, taking turns and encouraging everyone.
- Praise and thank the gymnasts when good behaviour is noticed.
- Make sure they respond promptly to any concerns and report any issues to the Club Welfare Officer and Lead Coach.
- Understand that bullying of adults is also unacceptable. Coaches will not respond to threats or bullying from other coaches or from parents. They will keep copies of any information e.g. emails, texts, Facebook messages and speak directly to the Club Welfare Officer so that the club can deal with the matter.

**Parents, if you think your child is being bullied:**

Ask the child questions – what did you do at training today; who did you work with; did you all have a turn; did you all have a fun time; what did you learn?

Help your child to deal with bullying by encouraging them to speak to their coach, to say NO, to walk away confidently.

Explain that bullying is not acceptable and that you will support them in speaking to the coach. Take time to listen and to reassure the child. Encourage them to keep trying hard at their sport and praise their progress and hard work.

Speak to the coach in charge of the session at an appropriate time and share your concerns. If you wish to make a complaint, use the appropriate Club process. Make it in writing, stating clearly when and where incidents have occurred. Ask for a response – and allow a reasonable time for an investigation to take place.

Set an example through your own behaviour by remaining calm and professional and by using the correct channels to raise your concerns.

Signed

Date