



Anti-Bullying Policy

At Witham Hill Gymnastics Club, we are committed to providing a friendly and safe environment for all our members. Bullying of any kind is unacceptable.

Bullying can be defined as repeated behaviour which makes others feel uncomfortable or threatened (whether this is intended or not). The main types of bullying are:

- Physical - Hitting, kicking, taking or hiding belongings including money.
- Verbal - Name calling, teasing, insulting.
- Emotional – Being unfriendly, excluding, tormenting, spreading rumours, unkind looks.
- Cyber - All areas of internet, such as email and chat room misuse.
- Mobile - Threats by text messaging and calls.

Gymnasts who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, a lack of concentration or clinging to parents and/or coaches.

If any of our members, coaches or volunteers experience or witness bullying or notice changes in another person that may indicate a problem, we encourage them to share their concerns with a trusted person.

Procedure for reporting bullying concerns:

1. If a gymnast experiences negative treatment from another gymnast in their group during a training session, we encourage them to inform their coach immediately. The coach will then do their best to resolve the incident there and then so that it cannot escalate further.
2. If an incident cannot be resolved during a session or is deemed to be a persistent bullying issue, it should be passed on to the senior coach or a welfare officer.
3. The senior coach or welfare officer will talk to the whole group, reminding them of the Gymnasts Code of Conduct and behaviour expectations.
4. If the bullying persists or worsens, the individual(s) responsible will be spoken to individually by the senior coach/ welfare officer. This conversation will take place in the gym and will be logged.
5. If bullying persists despite the above, the parent/ carer of the gymnast(s) responsible will be contacted and asked to attend a meeting with their child and a welfare officer.
6. If the bullying continues, a written warning will be sent to the gymnast(s) responsible and their parents/carers.
7. Following a written warning, if the bullying continues, the gymnast will be permanently excluded from the club. (Please see the Complaints Procedure that details how this decision can be appealed).
8. If a coach or other member of staff is accused of bullying, we will follow British Gymnastics Safeguarding procedures. Please refer to our Child Protection and Complaints policies for further details.

Welfare Officer Contact Details:

Email: welfare@withamhillgymnastics.co.uk.