



Anti Bullying Policy

Definition of Bullying

Bullying is repeated behaviour which makes children, young people and others feel uncomfortable or threatened whether this is intended or not.

There are different sorts of bullying, but the three main types are:

Physical hitting, kicking, taking or hiding belongings including money

Verbal name calling, teasing, insulting, writing unkind notes

Emotional being unfriendly, excluding, tormenting, spreading rumours, looks

It is not always possible to tell if someone is hurt or upset because people react in different ways and sometimes adults e.g. coaches are unaware of the effect their behaviour has on others. An over zealous coach or one who resorts to aggressive physical or verbal behaviour; tormenting, humiliating or ignoring a person may be accused of bullying

Aims

The aim of the Southbourne Gymnastics Club anti bullying policy is to clarify for our members – gymnasts and coaches, that bullying is always unacceptable. We wish to encourage an environment where independence is celebrated and individuals can flourish without fear. Every gymnast and coach has the right to be safe and happy at SGC and to be protected when feeling uncomfortable.

Possible signs of bullying

Gymnasts who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or clinging to parents and/or coaches. They may show changes in their work patterns, may lack concentration or may even start to show poor attendance.

Encouragement to tell someone

It is important we create an atmosphere where gymnasts who are being bullied, or others who know about it feel that they will be listened to and believed, and that action taken will be swift but sensitive to their concerns. Not telling protects the bully or bullies and gives the message that they can continue, perhaps bullying others too. Gymnasts at SGC are encouraged to tell either their own coach, the Head Coach, Club Manager or the Welfare Officer.

Procedures

In the first instance it is important to make it clear to the victim that revenge is not appropriate, and to the bully that their behaviour is unacceptable, and has caused distress. Every effort is made by the Club to resolve the problem through counselling of both parties by the Head Coach or Club Manager and Welfare Officer. At this stage parents of both parties will be informed by the Clubs Welfare Officer of what has happened, and how it has been dealt with. It is vital that everything that happens is carefully recorded in a clear factual way. If the bullying behaviour continues, and counselling has not worked, then sanctions follow. These will be decided between the Head Coach, Club Manager and Welfare Officer. Counselling will be maintained for both parties even when sanctions have been applied.

To SGC Members

We want you to be happy and enjoy your time at the Club. If someone else is behaving towards you in a way that is making you feel unhappy, then we would like you to tell either your coach, or the Welfare Officer. They will talk to you about it and together with you, decide what can be done to make you feel more comfortable. Remember you are being made unhappy by someone else we would like to help make it better for you and stop behaviour that makes other people unhappy.

To Parents/Carers

If you think your gymnast may be being bullied, or they tell you they are, please let your gymnasts coach, the Head Coach, Club Manager or the Welfare Officer know straight away. Please reassure them that we will deal with it sensitively but firmly. If they tell us they are being bullied, or we discover that they have or are being bullied, our Welfare Officer will contact you, and we can discuss together how the situation can be resolved.