

Links Gymnastics

ANTI-BULLYING POLICY

Statement:

Links Gymnastics Club is committed to providing a friendly, nurturing and safe environment for all our members, staff and volunteers. We do not tolerate negative behaviour or bullying of any kind.

We strongly believe that participants, coaches, administrators, committee members, volunteers and parents should, always show respect, and understanding, for the welfare of others.

At Links Gymnastics we recognise that bullying can take different forms and can be delivered by anybody, at any time. If bullying does occur, members should know they can confide in somebody and know that incidents will be dealt with effectively. We expect ANYONE who knows that bullying is happening to tell a member of staff/colleague and/or the Club Welfare Officer. The Club Welfare Officers for Links Gymnastics are below:

Email: Welfare@linksgymnastics.com

Welfare Officer: Chelsea Hammond

Welfare Officer: Sarah Lewis

Nobody deserves to be a victim of bullying. Everybody has the right to be treated with respect. As a club we take bullying seriously.

Forms of bullying:

Emotional: being unkind, excluding, teasing.

Verbal: name calling, sarcasm, spreading rumours.

Physical: hitting, pushing, any use of physical violence or intimidation.

Racist: racial taunts, name calling, gestures.

Sexual: unwanted physical contact or abusive/inappropriate comments.

Cyber: all areas of the internet including social media, email, chat rooms. Mobile threats by text messaging and calls, photographs.

Links Gymnastics Anti-bullying policy objectives:

- All Coaches, volunteers, helpers, committee and admin members, children and parents at Links Gymnastics should understand what bullying is, the forms it takes and how to recognise any bullying issues.
- All Coaches, volunteers, helpers, committee and admin members should know what the Links Gymnastics Club policy is on bullying and know how to deal with and follow up on any bullying report.
- All children and parents of Links Gymnastics Club should know what our club policy is on bullying, and what they should do/who they can speak to do if bullying arises.
- Bullying will not be tolerated at any time.

Links Gymnastics Anti-bullying procedure:

The following outlines the procedures to follow in the event of a bullying issue or report.

1. Report bullying incidents to the Club Welfare Officer(s):
Email: Welfare@linksgymnastics.com
Welfare Officer: Chelsea Hammond
Welfare Officer: Sarah Lewis
2. In the event where the alleged bully is a child (children), parents should be informed and if required will be asked to come to a meeting to discuss the problem.
3. Coaches will remind all children within the group or class that bullying is not acceptable and reinforce positive behaviour.
4. All bullying behaviour or threats of bullying, no matter how small, must be investigated, dealt with effectively and quickly, and stopped.
5. An attempt will be made to help the bully (bullies) change their behaviour through discussion about bullying. The bully may be asked to sign a behaviour contract. If after all attempts have been made, the bullying continues, then the bully will be asked to leave the club.
6. All conversations will be documented and recorded.
7. In the event where the alleged bully is an adult, all above steps will be followed, investigated thoroughly and dealt with in the same manner.



Should the alleged bully be a member of staff, disciplinary action will be taken.

Policy effective: November 2017	Review date: JAN 2024
Policy Last Review Date: Jan 2023	Policy Reviewed by: Anna Linklater
(To be reviewed by the date shown, or sooner in the event of a reported incident)	