



# Southampton Gymnastics Club

## ANTI-BULLYING POLICY

**Southampton Gymnastics Club's Anti-Bullying Policy is to not accept any form of bullying or harassment whatsoever. We do this by ensuring that all members of the Management Committee, Coaches, Officials and Volunteers understand the importance of good practice as laid down by British Gymnastics within their coaching guidelines.**

**To help prevent and resolve any issues, the Club expects all members to follow the pathways as outlined in our anti-bullying policy.**

### **This policy aims to;**

- Provide coaches, volunteers and officials with information if they are concerned about bullying.
- Provide children, vulnerable adults and parents with information about what steps are being taken to safeguard against bullying.
- Set clear and consistent standards of behaviour.
- Establish an operational framework and introduce procedures of action to take if there are concerns about unacceptable behaviour.
- Assure all children and vulnerable adults that they will be participating in a safe/friendly environment and that their well-being is our priority.
- Ensure that the rights of children and young people to protection from abuse and neglect are upheld.

### **WHAT IS BULLYING?**

Bullying is any persistent behaviour by an individual or group which intimidates/threatens or has a harmful and distressing impact on another individual or group.

Bullying behaviour may be any of the following:

- Verbal - as in name calling or making personal comments
- Social - ostracised or left out of peer group activities
- Material - when possessions are stolen or damaged or extortion takes place
- Emotional - including pressure to conform
- Physical/Sexual/Racial - as in harassment or aggression

Bullying is different from fighting, which is usually a one off incident with the purpose of dealing with immediate conflict.

**We aim to encourage safe, accessible and challenging opportunities for children, young people and vulnerable adults. We will promote justice and equality in all activities.**

We will:

- Respond appropriately and effectively to incidents of bullying.
- Listen and respond to children/vulnerable adult's concerns and take appropriate action.
- Take parent/carers' concerns seriously and respond effectively.
- Ensure all staff are suitably trained to deal with any incidents.

**We aim to create a positive participant environment for children, young people and vulnerable adults.**

We aim to:

- Ensure that a child centred environment is created during activities.
- Emphasise the positive social values of participation, sharing, helping and encouraging.
- Establish clear ground rules/boundaries for activities.
- Ensure that all coaches, volunteers and officials are offered appropriate training on behaviour management and bullying awareness.
- Work towards continuously improving the quality of activities.

**We are committed to taking positive steps to eliminate bullying incidents within activities. We will encourage all participants to behave according to agreed ground rules, which will provide a framework of acceptable behaviour.**

The ground rules are as follows:

1. We will not tolerate bullying or harassment of any kind.
2. We will be accepting of others regardless of age, race, religion, culture or disabilities.
3. We will not ignore an incident of bullying.
4. We will use 'time out' if we feel angry or under pressure, or just need time to calm down.
5. We will be kind to others, even if they are not our friends and we will make new participants in our activity feel welcome.
6. We will not join in fights or disturbances.
7. We will report any bullying incident to a member of staff/official immediately.
8. We will not judge others on the way they speak, their social behaviour, appearance or their ability.
9. We will try to remember that everyone matters, including ourselves.

**We will encourage our coaches, volunteers and officials to be vigilant and observant at all times.**

If incidents of bullying are witnessed our coaches, volunteers and officials will respond by following the procedures set out in the flow diagrams below;

## What to do if...

### You are being Bullied



'No one deserves to be bullied'



If you are tell someone you trust



A parent, a friend, a coach



Do

- \* Try to keep a diary of bullying
- \* Try to ignore the bully
- \* Try to say 'no' firmly
- \* Try to walk away
- \* Try to tell someone

Don't

- \* Show you are upset/angry
- \* Fight back
- \* Feel guilty
- \* Get hurt protecting your possessions
- \* Be alone where bullies gather

Advice

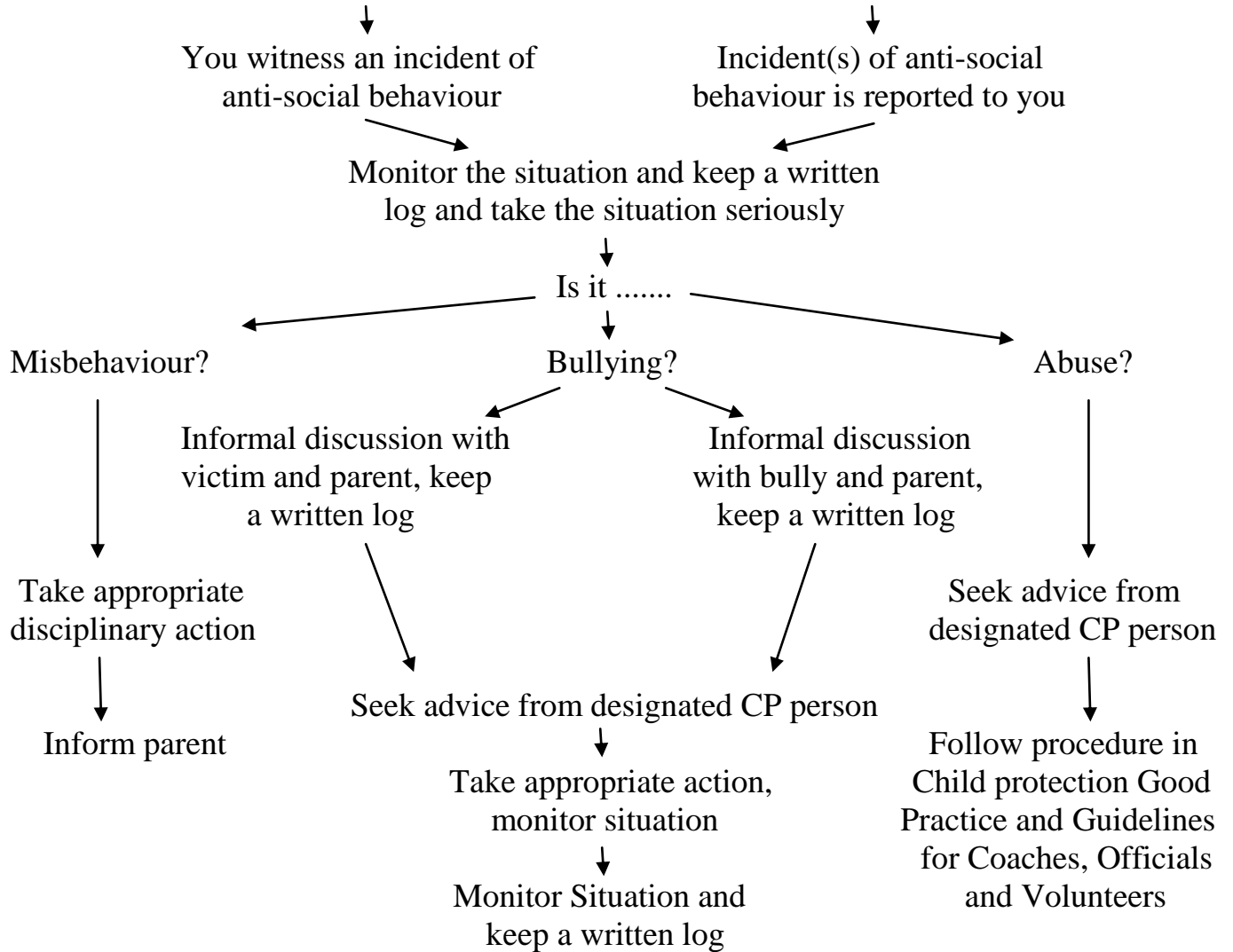
Sometimes by asking the bully to repeat what they said ... can put them off.



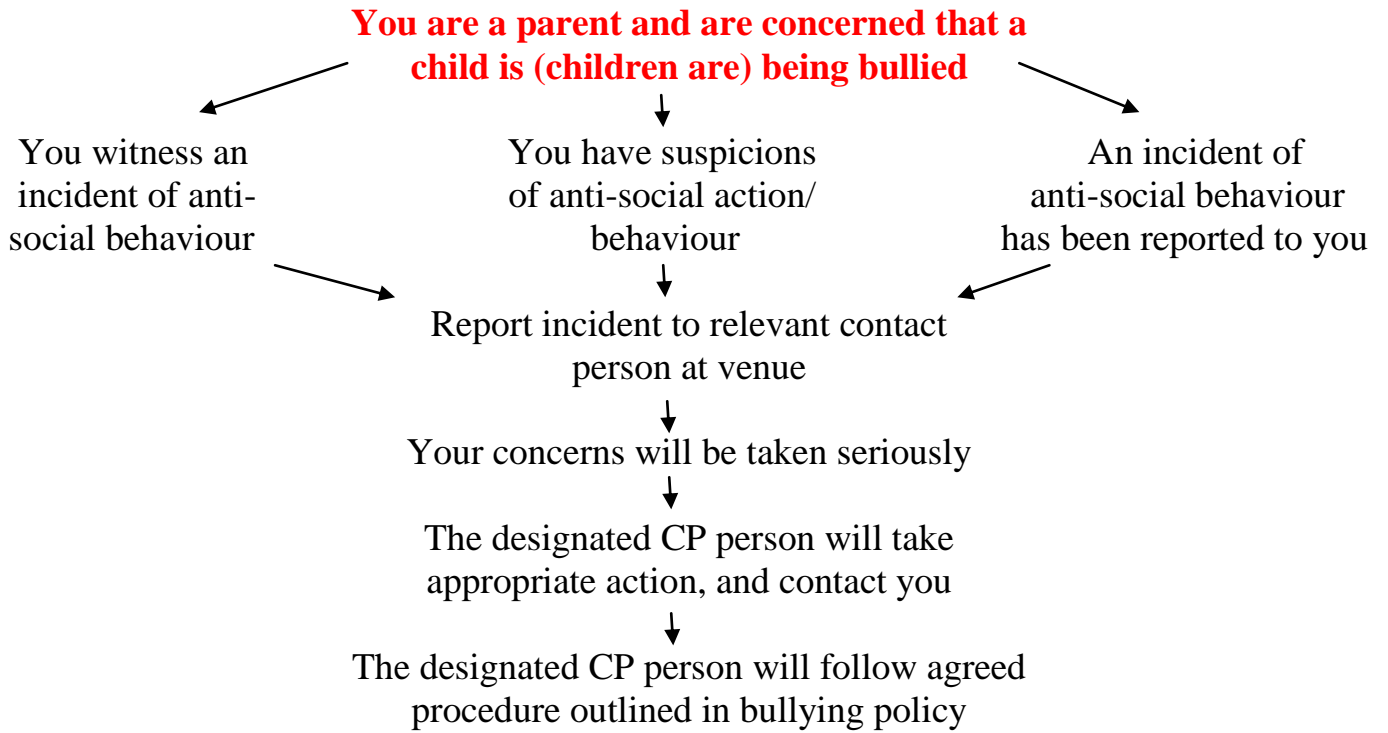
If you tell someone you trust they will help you.

## What to do if...

### You are a Coach and concerned that someone is being bullied



## What to do if ...



## What to do if ...

### **A bully has been identified**



A 'Bully' has been identified by following agreed procedures



The following action will be taken by the relevant CP contact / Club official;



- Informal discussion with 'bully' and parent
- Explain situation and consequences of their behaviour
- Agree appropriate sanctions as necessary
- Agree appropriate guidelines
- Agree timescale for improvement
- Seek an apology to the victim(s)
- Seek return of any 'borrowed' items
- Encourage and promote improvement in future participation
- Encourage and support the coach



Designate CP person, monitor situation and keep a written log