



Berkhamsted Gymnastics Club

Anti-Bullying Policy

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1.0	09/07/2019	Document created
2.0	01/06/2023	Rebranded

Introduction:

This policy sets out how we at **Berkhamsted Gymnastics Club (BGC)** feel about bullying, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour:

Overall principles:

- BGC does not tolerate bullying of any kind
- all forms of bullying will be acted upon
- everybody in the club has a responsibility to work together to stop bullying
- bullying can include online as well as offline behaviour

Bullying behaviour can include:

- physically pushing, kicking, hitting, pinching etc.
- name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
- posting of derogatory or abusive comments, videos or images on social media
- racial, homophobic, transphobic or sexist comments, taunts or gestures
- sexual comments, suggestions or behaviour
- unwanted physical contact

Berkhamsted Gymnastics Club will:

- recognise its duty of care and responsibility to safeguard all members from harm

- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- ensure that bullying behaviour is not tolerated or condoned
- require all members of the club to adhere to this policy
- take action to investigate and respond to any reports of bullying
- encourage and facilitate young people to play an active part in developing and adopting a code of conduct for behaviour
- ensure that coaches and staff are given access to information, guidance and training on bullying

Supporting children and young people:

- we'll let children know who will listen to and support them
- we'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- we'll make sure children are aware of helpline numbers
- anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved
- children experiencing bullying behaviour will be supported and helped to uphold their right to participate in a safe environment
- those who display bullying behaviour will be supported and encouraged to develop better relationships
- we'll make sure that sanctions are proportionate and fair

Supporting parents/guardians:

- parents or guardians will be advised of the club bullying policy and practice
- any experience of bullying behaviour will be discussed with the child's parents or guardians
- parents will be consulted on action to be taken (for both victim and bully) and we'll agree on these actions together
- information and advice on coping with bullying will be made available
- support will be offered to parents, including information from other agencies or support lines

Each gymnast, coach, volunteer and member of staff will:

- encourage individuals to speak out about bullying behaviour
- respect every child's need for, and right to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- respect the feelings and views of others
- recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued

- show appreciation of others by acknowledging individual qualities, contributions and progress
- report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

If you have any concerns about bullying behaviour in the club, please contact the club welfare officer on 07947 396 630 or email

welfare@berkhamstedgymnastics.co.uk

Useful contacts:

NSPCC Helpline 0808 800 5000

Childline 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance: anti-bullyingalliance.org.uk