



## **Berkhamsted Gymnastics Club**

# **Anti-Bullying Policy**

<b>Version number</b>	<b>Date published /reviewed</b>	<b>Revisions made</b>
1.0	09/07/2019	Document created
2.0	01/06/2023	Rebranded
3.0	01/06/2024	Change of terminology from guardian to carer.

### **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/carers:**

- parents or carers will be advised of the club bullying policy and practice
- any experience of bullying behaviour will be discussed with the child's parents or carers
- parents / carers 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 / carers, 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](mailto:welfare@berkhamstedgymnastics.co.uk)

**Useful contacts:**

NSPCC Helpline 0808 800 5000

Childline 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Anti-Bullying Alliance: [anti-bullyingalliance.org.uk](http://anti-bullyingalliance.org.uk)