

# Idsall Gymnastics.

Version	Summary of Changes	Date
1	Agreed by coaching and welfare staff.	15 Apr 18
2	Table added to document to highlight changes and published to web site.	15 Apr 18

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## Anti-Bullying Safety Statement.

### INTRODUCTION.

1. This policy is formulated from the guidelines provided by [www.kidscape.org.uk](http://www.kidscape.org.uk) and is fully endorsed by Idsall Gymnastics Club (IGC).

### STATEMENT OF INTENT.

2. IGC are committed to providing a caring, friendly and safe environment for all of our members so they can participate in gymnastics and trampoline activities in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to 'tell' and know that all incidents will be dealt with promptly and effectively.

3. IGC are a **TELLING** club. This means that anyone who knows that bullying is happening or has occurred or suspect it **are expected** to inform the club Welfare Officer (*Julie Cole/Ann-Marie Kinnerley*), or any member of the coaching staff.

### DEFINITION OF BULLYING.

4. Bullying is the use of aggression with the intention of hurting another person resulting in pain and distress to the victim. Bullying may take some or all of the following forms:

- a. Emotional being unfriendly, excluding, tormenting (e.g. hiding personal possessions, threatening gestures)
- b. Physical pushing, kicking, hitting, punching or any use of violence
- c. Racist racial taunts, graffiti, gestures
- d. Sexual unwanted physical contact or sexually abusive comments
- e. Homophobic because of, or focussing on the issue of sexuality
- f. Verbal name-calling, sarcasm, spreading rumours, teasing
- g. Cyber All areas of internet, such as email & social media misuse, Mobile threats by text messaging & calls, Misuse of associated technology , i.e. camera & video facilities

### CLUB RESPONSIBILITY.

5. IGC have a collective responsibility to respond promptly and effectively to all issues of bullying, therefore, every member of IGC should be aware of the following points:

- a. Bullying hurts.
- b. No one deserves to be a victim of bullying and everybody has the right to be treated with respect.
- c. Members of IGTC who are bullying need to learn different ways of behaving.

# Idsall Gymnastics.

## SIGNS AND SYMPTOMS.

6. Bullying may be difficult to identify for a number of reasons therefore, it is essential that all members of IGC have an awareness of the wide variety of signs that may be exhibited by a person that is being bullied. All adults should be aware of these possible signs and they should inform the welfare officer to allow for further investigation if a child exhibits any of the following behaviours:

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn, anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training equipment damaged
- has possessions go 'missing'
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above.

Or, in more extreme cases, if a child:

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received
- attempts or threatens suicide or runs away.

**NOTE:** These signs and behaviours may indicate additional problems, but bullying should be considered a possibility and should always be investigated.

# Idsall Gymnastics.

## OBJECTIVES OF THIS POLICY.

7. This policy is intended to outline to all club members, coaches, officials and parents/carers the procedures that will be followed when an incident of bullying is either suspected or reported to any member of the club.

## PROCEDURES.

8. All reports of actual or suspected bullying should follow the guidelines detailed below:

a. As a **'telling club'**, all members of IGC are to report all suspected and actual incidents of bullying to either the club Welfare Officers, a member of the coaching staff, *as appropriate for the situation*.

b. Where possible the incident will be dealt with in line with **IGC Complaint / Grievance Procedure**.

9. If the incident of bullying is deemed of a serious or repetitive nature then at the discretion of the Welfare Officer, Head Coach and in consultation with British Gymnastics, the following guidelines may be used.

a. As a **'telling club'**, all members of IGC are to report all suspected and actual incidents of bullying to either the club Welfare Officer, a member of the coaching staff, *as appropriate for the situation*.

b. If not previously informed the club Welfare Officer is to be notified to ensure current good practice guidelines are followed. At the discretion of the Welfare Officer, the situation may be dealt with inside IGC or may be referred to British Gymnastics Regional Welfare Officer for advice.

c. All reports of bullying are to be fully documented and retained by the Welfare Officer, with any meetings recorded.

d. The Welfare Officer will convene a committee, on a strictly need-to-know basis, to impartially investigate the case or allegation and to issue any disciplinary measures/actions. He/she will ensure:

i. Both parties and any witnesses are interviewed separately, with parents/carers present, to ascertain the facts.

ii. The suspected bully should be told what they are supposed to have done, that has led to the allegation.

e. Once all the facts are established and it has been recognised that bullying has taken place the bully should be informed of the following:

*That their action/behaviour constitutes bullying and that IGC has a zero tolerance of this type of behaviour.*

# Idsall Gymnastics.

f. The committee convened should decide on any action/disciplinary measures however, each case should be judged on its individual merits. Moreover, due to the seriousness of bullying, any sanction must reflect the seriousness of the individual case. A suggested escalation of actions/disciplinary penalties may include the following:

- i. **Informal warning** – this should include a clear recognition and acceptance of their behaviour with a willingness to change their behaviour to ensure it never happens again.
- ii. **A formal written warning** – a signed letter from the Head Coach highlighting their bullying with a direct warning about their future conduct and the resulting consequences.
- iii. **Suspension from membership of IGC** – this should be for a set period of time and decided upon by a club disciplinary committee.
- iv. **Expulsion** – this should be for continued bullying or in a case where the occurrence is of a serious nature requiring the involvement of outside agencies such as the police.

The bully should be informed of the action/disciplinary penalty in writing.

g. If the incident has not been dealt with to the satisfaction of either party a complaint may be made in writing to the Head Coach of the club inline with **IGC Complaint / Grievance Procedure**.

## Review

10. This safety statement will be reviewed annually and checked for any amendments to current regulations and BG policy. Additional guidance may be sought from Agility UK (Training and Consultancy) Ltd, the organisation engaged by British Gymnastics to provide health and safety management advice to gymnastics clubs

<b>Signature:</b>	<i>KHulme</i> . Original signed	<b>Date:</b>	<b>15 Apr 18</b>	<b>Review date.</b>
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