



THE ACADEMY OF  
GYMNASTICS

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Portishead Bristol BS20 7AY

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Website: [www.thegymacademy.co.uk](http://www.thegymacademy.co.uk)

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## ANTI-BULLYING POLICY

### Introduction

Gymnastics is known to be a great introductory sport at a recreational level for all sports and is considered by many to be outstanding physical grounding for all young children. The benefits for participation are endless.

We are committed to providing a caring, friendly and safe environment for all our members so they can take part in a relaxed and secure atmosphere and we will endeavour to provide gymnastics for all, allowing the gymnasts to be the best that they can be. The welfare of all parties is of paramount importance.

### What is Bullying

There are many definitions of bullying including;

“...use of force, coercion, or threat, to abuse, aggressively dominate or intimidate. The behavior is often repeated and habitual. One essential prerequisite is the perception (by the bully or by others) of an imbalance of physical or social power. “

Where bullying does occur, all members should be able to report the incidents in the knowledge that they will be dealt with promptly and effectively. Anyone who believes that bullying may be happening, by anyone to anyone, is encouraged to report the matter.

Bullying is undesirable and unacceptable and will not be tolerated or condoned within the club in any form. This includes, but is not limited to: -

- Physical, i.e. pushing, pinching, kicking, spitting
- Verbal, i.e. name calling, spreading rumours, threats, mocking or laughing at someone, making insults
- Relational, i.e. Bullying that is done to hurt someone's reputation or social standing including social exclusion
- Cyber bullying, i.e. the use of technology to harass, threaten, embarrass or target another person

**ACADEMY OF GYMNASTICS CLUB LTD** Private company Ltd by Guarantee

Registered in England & Wales – Company Number 04454506

Registered address – 1 Harbourmead, Harbour Road, Portishead, BS207AY



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Any complaints of bullying will be listened to and taken seriously. Complaints can be raised either verbally or via the Club's Complaints procedure (details of which can be found on the Academy website), letter or email.

### Procedures

- Report bullying incidents to staff as set out above. The Coach in charge will deal with the incident as quickly as possible ensuring that both sides of the story are listened to and any evidence examined, whilst recognising that the offending party may not be aware that the alleged conduct is bullying
- In cases of all bullying, the incidents will be recorded by staff and retained in line with GDPR
- The bullying behaviour or threats of bullying will be investigated and the bullying will be stopped quickly
- In some cases, or where no resolution can be agreed, parents of all parties will be informed and may be asked to come in to a meeting to discuss the problem

### Outcomes

- In the first instance, all reasonable attempts will be taken to reconcile the parties involved
- The consequences and impact of the offending actions will be explained and they may be asked to apologise
- All actions will be recorded and retained on file in accordance with GDPR
- The Club Welfare Officer will be informed and sighted as to the investigation and outcome
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure that victimisation does not occur
- In serious cases or after investigation where no reasonable resolution can be reached, either or both parties will be supported to find another training gym

### Reviewed Aug 2021.

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