



ANTI - BULLYING POLICY

Falcon S.A. Gymnastics Club has a 'duty of care' towards its members with regards to bullying.

Definition of Bullying

DfES guidance defines bullying as; *"deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another"*.

(DfES September 2002)

Bullying can manifest itself in many ways, including:

- Name calling, teasing,
- Physical abuse e.g., hitting, pushing, pinching or kicking,
- Having personal possessions taken e.g., bag or mobile phone,
- Receiving abusive text messages or e-mails,
- Being forced to hand over money,
- Being forced to do things they don't want to do,
- Being ignored or left out,
- Being attacked in any way due to religion, gender, sexuality, disability, appearance or racial or ethnic origin.

Falcon S.A. Gymnastics Club believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the club will be listened to and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others. Young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

Aims of the Policy

- To make it clear that all forms of bullying are unacceptable
- To enable everyone to feel safe while they are at gym club and encourage members to report incidences of bullying.
- To deal effectively with bullying.
To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents and other appropriate members of the club
- To ensure all members of the club feel responsible for combating bullying.

Objectives

- To operate an effective listening systems for members.
- To involve all coaches in dealing with incidents of bullying effectively and promptly.
- To equip all coaches with the skills necessary to deal with bullying.
- To communicate with effectively on the subject of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations.

Signed: _____ (Head Coach)

Date: _____