

WELFARE POLICY: ANTI-BULLYING

Falcon is committed to providing a caring, friendly, and safe environment for all our members, where respect for others is always shown. The club believes it is important that members, coaches, administrators, and parents associated with the club should always show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be always open and share any concerns or complaints that they may have about any aspect of the club with either Hannah Shri (Managing Director) and / or Mel Hale, Falcon's nominated Welfare Officer.

Bullying of any kind is unacceptable and will not be tolerated. The purpose of this policy is to demonstrate that Falcon will not tolerate any form of bullying and will ensure those who experience bullying are supported. Bullying includes behaviour that is:

- Repeated
 - Intended to hurt someone either physically or emotionally
 - Often aimed at certain groups, for example because of race, religion, gender or sexual orientation
- Bullying takes many forms and can include:
- Physical assault
 - Teasing
 - Making threats
 - Cyberbullying – bullying via mobile phone or online (for example email, social networks, and instant message)
 - Recognises our duty of care to safeguard all members from harm
 - Ensure that bullying behaviour is not tolerated or condoned
 - Takes action to investigate and respond to any reports of bullying
 - Records any incidents of bullying
 - Encourages individuals to speak out about bullying behaviour
 - Respects the feelings and views of others and show appreciation of individuals
 - Supports those experiencing bullying behaviour
 - Supports and encourages those displaying bullying behaviour to develop better relationships and caring behaviour

- Expects anyone who knows that bullying is taking place to tell a member of staff and/or a Club Welfare Officer.

For further information or to raise any concerns regarding any inappropriate behaviour please contact one of Falcon's Welfare Officer: Mel Hale – mel@falcongym.com, 07514 366894

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