

**ANTI-BULLYING POLICY & PROCEDURE**

**West Hull Gymnastics Club will not tolerate any form of bullying.**

The Club will endeavour to investigate all reports of bullying behaviour immediately. Everyone has the responsibility to work together to prevent or stop bullying: coaches and volunteers; parents/guardians and family members; children and young people.

**Bullying can be:**

1. Physical: pushing, kicking, hitting, pinching, pulling hair etc.
2. Verbal: name calling, sarcasm, spreading rumours, ridicule, humiliation, continual ignoring, directed whispering, nastiness, etc
3. Written: unpleasant or threatening notes, text/email/social network messages, graffiti, etc
4. Sexual: comments, rumours, suggestions, unwanted physical contact, texts, social media pressure to share intimate photos, etc.
5. Racial/Sectarian/Disability: taunts, ridicule, exclusion, avoidance, name calling etc.

Children and young people from ethnic minority/racialised groups, people with learning and or physical disabilities; people who are gay/lesbian, gender fluid, transgender etc. or identified as ‘different’ in some way, are more vulnerable to abuse and may be targeted.

At West Hull Gymnastics Club we want every individual to be able to enjoy their time at the Club, and enjoy their sport, no matter what level they practice at, without fear of any form of bullying behaviour.

We will constantly strive to provide an environment where:

* Each individual feels safe, recognised and valued
* Every individual’s qualities, contributions, feelings and views are respected
* Everyone feels able to talk to the Club’s Welfare Officer, Coaches and Volunteers about any behaviour or issue which makes them feel uncomfortable, upset or fearful
* Everyone’s concerns will be listened to, taken seriously and acted upon

**In any incident of bullying that comes to our attention we will:**

1. Listen carefully to all those involved
2. Offer support to all those involved
3. Take immediate steps to prevent the situation worsening or re-occurring
4. Put in place or reinforce measures to prevent such incidents in the future
5. Record all information and explain to the parties involved what is being recorded, in what context and why it is being recorded
6. Use sanctions (as stated in the Club’s Discipline Policy) as a last resort
7. Endeavour to ensure that our actions will have an overall positive effect on all parties to the incident(s)
8. Always discuss issues with the child’s or young person’s parents/guardians (if they are under 18 years) and work in collaboration with the family with regard to proposed actions or agreements to be put in place

**Other agencies that may be helpful:**

Childline 08001111 [www.childline.org.uk](http://www.childline.org.uk)

For anyone 19 years or under for any issue they are going through.

Kidscape 020 7730 3300 [www.kidscape.org.uk](http://www.kidscape.org.uk)

Support for children &/or parents/guardians; tips for dealing with bullying in a number of languages.

[www.there4me.com](http://www.there4me.com) (NSPCC online service for young people)

[www.familylives.org.uk](http://www.familylives.org.uk) (support for parents/guardians) 0808 800 2222

Reviewed: August 2024

Next review due: August 2025