

CHELTENHAM & GLOUCESTER GYMNASTICS CLUB

Cheltenham & Gloucester Gymnastics Club Anti-Bullying Policy

For the safety and wellbeing of our members, Cheltenham & Gloucester Gymnastics Club implements the following Anti-Bullying Policy which all parents/guardians/carers/gymnasts must abide by.

Anti-Bullying Policy:

Cheltenham & Gloucester Gymnastics Club take all signs or allegations of bullying very seriously. Disruptive, threatening or inappropriate behaviour of any kind, including bullying, is unacceptable and will not be tolerated.

What is Bullying?

Bullying is when an individual or group **deliberately** hurts another or makes them feel unhappy. Bullying behaviour will be repeated over a period of time and is difficult for the victim to defend against. Bullying may also be racist, sexist or homophobic. People can be bullied for any reason; because of the way they look, their religion, their age, because of a learning or physical disability for example.

Whatever the reason, bullying is **never acceptable** and will not be tolerated at Cheltenham & Gloucester Gymnastics Club.

Types of Bullying

Bullying can take many forms but the three main types are:

- Physical – hitting, kicking, spitting, stealing/hiding belongings.
- Verbal – name-calling, insults, making racist/sexist/homophobic or offensive remarks.
- Indirect – excluding or ignoring, spreading gossip, damaging property, offensive or abusive emails/text messages or posts on websites (known as 'cyber-bullying'). We believe that bullying someone by email or text messages is still hurtful and will be dealt with in the same manner.

It is important to understand that occasional fallings out, name calling, arguments or practical jokes, although unkind, is not considered bullying. Bullying occurs when the problems are repeatedly occurring on purpose. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

Reporting Bullying

- Report any incidents of bullying to the Coach or Head Coach. They will deal with the incident as quickly as possible ensuring that both sides of the story are listened to and recorded.
- In serious cases the parents will be informed and will be asked to come in to a meeting to discuss the problem.
- The bullying behaviour will be investigated and a plan of action will be created by the Head Coach.

Discipline Policy

It is our goal to resolve every claim of bullying as quickly as possible and the following three strikes policy applies to all gymnasts/parents/guardians & carers:

1. The offender will be given a verbal warning about their behaviour.
2. The offender will be given a written warning about their behaviour and asked to reread the Club's Code of Conduct and Anti-Bullying Policy.
3. A meeting will be held with the offender explaining the Club's behaviour standards as set out in the Codes of Conduct and Anti-Bullying Policy. It will be explained to the offender why their actions are in breach of these policies and a final written warning will be given.

If the offender breaches the Code of Conduct or Anti-Bullying Policy for a 4th time, their membership from the club will be revoked immediately. No refunds will be given for any missed classes as a result of their expulsion.