

Anti-Bullying Policy

Starbound Gymnastics Academy take all signs or allegations of possible bullying seriously.

Disruptive, threatening or inappropriate behaviour of any kind including bullying is unacceptable and will not be tolerated.

Bullying can be:

- **Emotional** Being unfriendly, excluding, tormenting (e.g., hiding belongings, threatening gestures).
- **Physical** Pushing, kicking, hitting, punching or any use of violence.
- **Racist** Racial taunts, graffiti, gestures.
- **Sexual** Unwanted physical contact or sexually abusive comments.
- **Homophobic** Because of, or focusing on the issue of sexuality.
- **Verbal** Name-calling, sarcasm, spreading rumours, teasing.
- **Cyber** All areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e., camera and video facilities.

Examples of bullying within gymnastics could be:

- A gymnast who intimidates fellow gymnasts inappropriately i.e., abusive text messages, or via social media including, but not exclusive of, Facebook, Instagram and WhatsApp group messaging etc.
- A coach who adopts a win-at-all costs philosophy i.e., shouting, name calling, or ignoring.
- A parent who pushes too hard i.e., shouting at child.
- Older coaches intimidating younger coaches under the age of 18 years i.e., Senior coach shouting at or intimidating an assistant coach.

It is understandable that children may not feel comfortable disclosing that they are being bullied to a coach. If this is the case, and they inform you as their parent/guardian, we urge you to get in touch with us as soon as possible. If the complaint is against a coach or volunteer and you feel uncomfortable talking to the coach about it, please contact our Welfare Officer (*see website for contact details*).

PROCEDURES

1. Report bullying incidents to staff as set out above. The Lead Coach will deal with the incident as quickly as possible ensuring that both sides of the story are listened to. Parents of both parties will be informed at the end of the session.
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In serious cases parents will be asked to come in to a meeting to discuss the problem.
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
5. An attempt will be made to help the bully/bullies change their behaviour.

OUTCOMES

1. The bully/bullies will be asked to apologise. Other consequences may take place.
2. In serious cases, the gymnast, parent, coach or official may be asked to leave Starbound Gymnastics Academy temporarily or permanently.
3. If possible, the individuals concerned will be reconciled.
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

