

WICKERS GYMNASTICS CLUB

Anti Bullying Policy

Definition of Bullying

Bullying is repeated behaviour which makes children, young people and others feel uncomfortable or threatened whether this is intended or not.

There are different sorts of bullying, but the three main types are:

Physical hitting, kicking, taking or hiding belongings including money

Verbal name calling, teasing, insulting, writing unkind notes

Emotional being unfriendly, excluding, tormenting, spreading rumours, looks

It is not always possible to tell if someone is hurt or upset because people react in different ways and sometimes adults eg coaches are unaware of the effect their behaviour has on others. An over zealous coach or one who resorts to aggressive physical or verbal behaviour; tormenting, humiliating or ignoring a person may be accused of bullying

Aims

The aim of Wickers Gymnastics Club anti bullying policy is to clarify for our members – gymnasts and coaches, that bullying is always unacceptable. We wish to encourage an environment where independence is celebrated and individuals can flourish without fear. Every gymnast and coach has the right to be safe and happy at Wickers and to be protected when he/she is feeling uncomfortable.

Possible signs of bullying

Gymnasts who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or clinging to parents and/or coaches. They may show changes in their work patterns, may lack concentration or may even start to show poor attendance.

Encouragement to tell someone

It is important we create an atmosphere at Wickers where gymnasts who are being bullied, or others who know about it feel that they will be listened to and believed, and that action taken will be swift but sensitive to their concerns. Not telling protects the bully or bullies and gives the message that they can continue, perhaps bullying others too. Gymnasts at Wickers are encouraged to tell either their own coach, the Head Coach, or the Welfare Officer.

Procedures

In the first instance it is important to make it clear to the victim that revenge is not appropriate, and to the bully that their behaviour is unacceptable, and has caused distress. Every effort is made by the Club to resolve the problem through counselling of both parties by the Head Coach and Welfare Officer. At this stage parents of both parties will be informed by the Clubs Welfare Officer of what has happened, and how it has been dealt with. It is vital that everything that happens is carefully recorded in a clear factual way. If the bullying behaviour continues, and counselling has not worked, then sanctions follow. These will be decided between the Head Coach, and Welfare Officer. Counselling will be maintained for both parties even when sanctions have been applied.

To Wickers Members

We want you to be happy and enjoy your time at the Club. If someone else is behaving towards you in a way that is making you feel unhappy, then we would like you to tell either your coach, or the Welfare Officer. They will talk to you about it and together with you, decide what can be done to make you feel more comfortable. Remember you are being made unhappy by someone else we would like to help make it better for you and stop behaviour that makes other people unhappy.

To Parents

If you think your son/daughter, may be being bullied, or he/she tells you they are, please let your child's coach, the Head Coach, or the Welfare Officer know straight away. Please reassure them that we will deal with it sensitively but firmly. If your child tells us he/she is being bullied, or we discover that he/she is being bullied, our Welfare Officer will contact you, and we can discuss together how the situation can be resolved.

updated and reviewed: 25th February 2021

