

# REBOUND GYMNASTICS CLUB

This Policy is based on the "KIDSCAPE" Anti-bullying Policy for Schools

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## ANTI-BULLYING POLICY

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### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our gymnasts so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Club. If bullying does occur, all gymnasts should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* club. This means that *anyone* who knows that bullying is happening is expected to tell one of the Coaches or the Welfare Officer.

### What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional *being unfriendly, excluding, tormenting (e.g. hiding books, 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 because of, or focussing on the issue of sexuality*
- Verbal *name-calling, sarcasm, spreading rumours, teasing*

### Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Gymnasts who are bullying need to learn different ways of behaving.

Clubs have a responsibility to respond promptly and effectively to issues of bullying.

### Objectives of this Policy

- All coaches, helpers, volunteers, gymnasts and parents should have an understanding of what bullying is.
- All coaches, helpers, volunteers should know what the Club policy is on bullying, and follow it when bullying is reported.
- All gymnasts and parents should know what the Club policy is on bullying, and what they should do if bullying arises.
- As a Club we take bullying seriously. Gymnasts and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware

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of these possible signs and that they should investigate if a child:

- doesn't want to come to the gym
- changes their usual routine
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill before coming to the gym
- comes home with clothes torn or property damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## Procedures

1. Report bullying incidents to one of the Coaches or the Welfare Officer
2. In cases of serious bullying, the incidents will be recorded by the Welfare Office and Club Secretary
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

## Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or exclusion from the Club will be considered
3. If possible, the gymnasts 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.

## Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- signing a behaviour contract
- having discussions about bullying and why it matters
- making up role-plays