



## Anti-Bullying Policy

**The purpose of this policy statement is to:**

- Demonstrate that Edge Acrobatics takes bullying seriously and that it will not be tolerated.
- Prevent bullying from happening between children, young people and adults who are part of our organisation or take part in our activities.
- Make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- Provide information to all staff, volunteers, children and their families about what we should do to prevent and deal with bullying.

Edge Acrobatic Gymnastics take all signs or allegations of possible bullying seriously. We believe we have a responsibility to promote the welfare of all our members, to keep them safe and operate in a way that protects them. Disruptive, threatening or inappropriate behaviour of any kind, including bullying, is unacceptable and WILL NOT be tolerated.

Bullying includes a range of abusive behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally

Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

**We seek to prevent bullying by:**

- Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online and within and outside of our activities. *(See our Gymnast Code of Conduct, Parents Code of Conduct, Coach code of Conduct and Volunteer Code of Conduct)*
- Providing support and training for all staff and volunteers on dealing with all forms of bullying.
- Putting clear and robust anti-bullying procedures in place.
- Holding regular discussions with staff, coaches, volunteers about bullying and how to prevent it and continually monitor that our anti-bullying measures are working well.

## **Responding to bullying**

If bullying does occur, all members should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who believes that bullying may be happening is expected and encouraged to share concerns or complaints to any member of the coaching team, club management team or welfare/grievance team.

We will make sure our response to incidents of bullying takes into account

- The needs of the person being bullied
- The needs of the person displaying bullying behaviour
- Needs of any bystanders
- Our organisation as a whole.

Any complaints will be listened to and taken seriously. This can be done via the Club's Grievance procedure (details of this can be found on our website) or through a letter or email.

Anyone failing to meet behaviour standard will be dealt with at the discretion of the Head Coach and Welfare Officer. Actions taken may include:

- Contacting parents/carers of gymnasts concerned
- Asking the bully to apologise
- Giving a verbal warning
- Giving a more formal, written warning
- In serious cases, suspension from the club