

NWG Anti-Bullying Policy

This Anti-Bullying Policy outlines our commitment to providing a safe, positive, and supportive environment for all gymnasts, parents and carers, staff, coaches, volunteers, and visitors. This policy aligns with the principles of British Gymnastics and should be read in conjunction with our Equality Policy and Membership Rules.

1. Policy Statement

- We are committed to ensuring that everyone involved with the club is treated with dignity and respect.
- Bullying of any kind is not acceptable and will not be tolerated.
- We recognise that bullying can have a serious impact on an individual's wellbeing and enjoyment of gymnastics and are committed to addressing concerns promptly and sensitively.

2. What is Bullying?

Bullying is behaviour that is intended to hurt, intimidate, undermine, or exclude an individual or group and may be a one-off incident or repeated over time. Bullying may be carried out by individuals or groups and can include:

- verbal abuse, name-calling, teasing, or insults;
- physical intimidation or inappropriate contact;
- emotional or psychological abuse, including humiliation or exclusion;
- cyberbullying, including abusive messages, images, or comments via social media, messaging apps, or online platforms;
- discrimination or harassment related to a protected characteristic.

3. Scope

- This policy applies to all gymnasts, parents and carers, staff, coaches, volunteers, and spectators.
- It applies to behaviour that occurs:
 - within the club or gym environment;
 - during training sessions, competitions, events, or trips;

- online or via digital platforms where the behaviour relates to the club or its members.

4. Responsibilities

- Everyone involved with the club has a responsibility to contribute to a positive and inclusive environment.
- Parents and carers are expected to support this policy and raise concerns appropriately.
- Coaches and staff have a responsibility to promote positive behaviour and to respond appropriately where bullying concerns arise.

5. Reporting Bullying

- Any individual who believes they are experiencing or have witnessed bullying is encouraged to report it as soon as possible.
- Reports may be made to a coach, member of staff, or club management.
- All reports will be taken seriously and handled sensitively and confidentially where possible.

6. Responding to Bullying Concerns

- All concerns will be listened to carefully and addressed in a fair and proportionate manner.
- The club will take appropriate steps to support those affected and to prevent further incidents.
- Where necessary, concerns may be escalated in line with safeguarding procedures.

7. Online Behaviour

- Bullying via social media, messaging platforms, or other online forums that impacts members of the club is considered a breach of this policy.
- Parents and carers are encouraged to monitor online activity and to raise concerns promptly where online bullying is suspected.

8. Monitoring & Review

- This policy will be reviewed regularly to ensure it remains effective, appropriate, and aligned with British Gymnastics guidance and best practice.



- Updates may be made to reflect changes in legislation, safeguarding guidance, or organisational requirements.