



Anti-Bullying and Harassment Policy Statement

Warrington Gymnastics Club aims on tackling bullying

Policy objectives:

- This policy outlines what WGC will do to prevent and tackle all forms of bullying or harassment.
- WGC is committed to developing an anti-bullying culture where the bullying or harassment of adults, children or young people is not tolerated in any form.

Links with other Club policies and practices

This policy links with a number of other policies, practices and action plans including:

- Codes of Conduct
- Welfare Officer Contact
- Child protection Policy
- BG Safeguarding Policy

Links to legislation

There are a number of pieces of legislation which set out measures and actions in response to bullying and harassment, as well as criminal and civil law. These may include (but are not limited to):

- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

We believe that bullying and harassment is wrong and it damages individual children. Therefore, we do everything we can to prevent it, by developing a Club wide ethos in which bullying is regarded as unacceptable.

We aim to produce and maintain a safe and secure environment where all gymnasts can develop and progress without anxiety.

This policy aims to produce a consistent response to any bullying and harassment incidents which may occur.

Responsibilities

It is the responsibility of:

- The Club Committee, Welfare Officers and Operations Manager to communicate this policy to the Club community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Welfare Officers to take a lead role in monitoring and reviewing this policy.
- All staff, including: committee member, volunteers, senior leadership and all staff (full and part-time) to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the Club.
- Gymnasts to abide by the policy and show respect, tolerance and team work with peers and coaches.



Definition of bullying

- Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying” 2017)
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumors.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development.

Bullying is action taken by one or more person(s) with the deliberate intention of hurting another child over a period of time.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g hiding clothes or equipment, 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 rumors, teasing
- **Cyber:** All areas of internet, such as e-mail and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e camera and video facilities.

Forms of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types of bullying including: Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying

Definition of harassment

- Harassment is any unwanted conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- A single incident can amount to harassment.
- A person may be harassed even if they were not the intended "target".
- Harassment also includes treating someone less favorably because they have submitted or refused to submit to such behaviour in the past.
- It is unlawful under the Equality Act 2010 to harass a person because of their age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. It also includes conduct of a sexual nature (sexual harassment).
- Harassment is unacceptable even if it does not fall within any of these categories.

Forms of harassment covered by this policy

- Unwanted physical conduct including touching, pinching, pushing and grabbing;
- Unwelcome sexual advances or suggestive behaviour;
- Offensive e-mails, text messages or social media content or the display of offensive materials;
- Unwanted jokes, banter, mocking, mimicking or belittling a person.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied or harassed. It is important for adults to be aware of these possible signs and should investigate if a child:

- is frightened or unwilling of coming to gym
- becomes withdrawn anxious, or lacking in confidence cries themselves to sleep at night or has nightmares feels ill during sessions
- begins to do poorly in their performance
- has possessions which are damaged or 'go missing'
- has unexplained cuts and bruises (**see Safeguarding Policy**)
- 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 if the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

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

Warrington Gymnastics Club recognises that bullying and harassment, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to not only the performance of a gymnast, but more importantly it can have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our Club can help to create safe, disciplined environment, where members are able to fulfil their potential in a fun, safe and secure environment.



To support our anti-bullying ethos, our Club

- Monitors and reviews our anti-bullying policy and practice on a regular basis. Supports staff to promote positive relationships, to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our members are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the Club community to work with us to uphold the anti-bullying policy.
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from other relevant organisations when appropriate (e.g. NSPCC, British Gymnastics, ThinkUKnow)

Responding to Bullying or Harassment Allegations

The following steps may be taken when dealing with all incidents of bullying reported to Warrington Gymnastics Club:

- If bullying or harassment is suspected or reported, the incident will be dealt with immediately by the welfare officer, who has been approached or witnessed the concern.
- The welfare officer will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The welfare officer will interview all parties involved.
- The welfare officer will inform other staff members, and parents/ carers, where appropriate. Sanctions and support for individuals will be implemented, in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off site or outside of the Club times (including cyberbullying), the Club will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in the Club in accordance with the behaviour codes of conduct/ policy.
- A clear and precise account of the incident will be recorded by the welfare officers in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.



When responding to cyberbullying concerns, the Club will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include: looking at use of the procedures and systems;
- identifying and interviewing possible witnesses;
- Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
- Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Banning or restricting the use of mobile devices within the gymnastics hall and child led areas.
- Requesting the deletion of locally-held content and content posted online if they contravene behavioural policies.

Gymnasts who have been bullied will be supported by:

- Reassuring the child and providing continuous support.
- Offering an immediate opportunity to discuss the experience with the welfare officer or a member of staff of their choice that they are comfortable with
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering welfare meetings or drop ins, engaging with parents and carers.

Gymnasts who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate knowledge and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with behaviour conduct policy (in extreme circumstances this may mean the removal of membership from the Club.)
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance



Supporting adults

Our Club takes measures to prevent and tackle bullying among gymnasts; however, it is equally important to recognise that bullying of staff and parents, whether by children, parents or other staff members, is unacceptable.

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the welfare team
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off site or outside of normal hours (including online), the Club will still investigate the concern and ensure that appropriate action is taken in accordance with the behaviour policy and code of conduct.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Preventing bullying

Environment

The Club community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the Club community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly (see social media policy)
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create “safe spaces” for vulnerable children and young people. These can include human resources such as the welfare team.
- Celebrate success and achievements to promote and build a positive Club ethos.



Monitoring

The policy will be reviewed annually and should be read in conjunction with the British Gymnastics Child Protection and Anti-Bullying Policies.

Useful links and supporting organisations

Anti-Bullying Alliance: www.antibullyiWGClIiance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Cyberbullying

Childnet International: <http://www.childnet.com>

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

Appendix 1

Incident details	
Date of incident	Time of incident
Location / event	
Where did the incident occur?	<input type="checkbox"/> Gym area <input type="checkbox"/> Changing rooms <input type="checkbox"/> Toilet <input type="checkbox"/> Other (specify):
Nature / type of incident	
<input type="checkbox"/> Extortion <input type="checkbox"/> Written <input type="checkbox"/> Isolation – being ignored or left out <input type="checkbox"/> Possessions – kit taken or damaged <input type="checkbox"/> Physical – being hit or hurt <input type="checkbox"/> Forced into actions against will <input type="checkbox"/> Verbal – name-calling, taunting, mocking, threatening <input type="checkbox"/> Cyber – online, social media, email, text, posting photos / videos <input type="checkbox"/> Spreading rumours <input type="checkbox"/> Other (specify):	
Are there indications that the incident was motivated by any of these? Tick all that apply	<input type="checkbox"/> General appearance / demeanour <input type="checkbox"/> Race / ethnic origin <input type="checkbox"/> Disability / SEN <input type="checkbox"/> Sexual orientation <input type="checkbox"/> Gender / sexism <input type="checkbox"/> Home circumstances <input type="checkbox"/> Religion <input type="checkbox"/> Sports ability

Bullying incident report form

Individuals involved				
	Name	Gender*	Age	Role*
1				
2				
3				
4				
5				
6				

* Gender: **F** – Female / **M** – Male / **NB** – Non-binary / Another – please write in

* Role: **V** – Victim / **R** – Ringleader / **A** – Associate / **B** – Bystander

Brief summary of incident(s)

Action taken
Include any sanctions, exclusions, parental involvement, or involvement with external agencies.
Overall (include details if incident was referred on)
With each individual involved (noted on page 1)

Declaration	
Form completed by (print your name)	
Your signature	✕
Today's date	