

Policy name	Policy on Bullying.
Purpose of policy	To outline WGC’s understanding of what constitutes bullying, and other associated behaviours, together with the procedures in place should incidences of bullying be reported.
Date of adoption	1st January 2018

At Woking Gymnastics Club, we aim to give every child and adult the opportunity to participate in gymnastics in a safe, caring, and friendly environment.

We would expect our members to feel safe in our Club including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from the Club should they feel unsafe or concerned.

Every member should be able to participate in an environment free from bullying of any kind and in which they feel safe and supported. There is no place for bullying in this Club and bullying is not tolerated.

Members should be assured that known incidents of bullying will be responded to.

Our objectives:

- All coaching staff, administration and support staff, members and parents should understand what constitutes bullying.
- All coaching staff, administration and support staff should be aware of the Club policy on bullying.
- All members and parents should be aware of the Club policy on bullying, have easy access to it and understand what they should do if they feel it arises.

What is Bullying?

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media, or gaming, which can include the use of images and video), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs, or disabilities, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.”

What does bullying look like?

Bullying can include:

- Cyber bullying - inappropriate text messaging and e mailing; sending or demanding offensive or degrading imagery by mobile technologies or via the internet (Youth Produced Sexual Imagery); offensive or prejudice comments/posts on social media.
- Name calling.
- Taunting.
- Mocking.

- Making offensive comments.
- Physical assault.
- Taking or damaging belongings.
- Producing offensive graffiti.
- Gossiping and spreading hurtful and untruthful rumours.
- Excluding people from groups.
- Prejudice-related behaviour.
- Controlling behaviour.
- Intimidation.

Why are some children and young people or adults, more vulnerable to being bullied?

Specific types of bullying include:

- bullying related to race, religion, or culture.
- bullying related to special educational needs or disabilities.
- bullying related to appearance or health.
- bullying relating to sexual orientation.
- bullying related to gender orientation bullying of young carers or looked after children or otherwise related to home circumstances.
- sexist or sexual bullying.

Bullying can be:

Physical:	kicking, hitting, taking, and damaging belongings.
Verbal:	name calling, taunting, threats, and offensive remarks.
Relational/Emotional:	spreading nasty stories, gossiping, excluding from social groups.
Cyber:	texts, e-mails, picture/video clip bullying, Instant Messaging (IM), social media or gaming.

Bullying can take place between: young people; young people and staff; between staff; adults; individuals or groups.

Certain groups of children/adults are known to be particularly vulnerable to bullying by others: these may include children with special educational needs such as learning or physical disabilities; young carers, Looked After children, those from ethnic and racial minority groups and those young people who are/perceived as lesbian, gay, bi-sexual, transgender or questioning their gender role.

Reporting and Responding to Bullying

Our Club has a clear system to report bullying for all our members (including coaching, administrative and support staff, parents/carers, children, and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

Children and young people:	talking to any member of staff.
Parents/carers:	talking to a member of staff (face-to-face, email, phone call)
All staff and visitors:	talking to any member of staff.

Bystanders: talking to any member of staff

All reported incidents will be taken seriously and investigated involving all parties.

- Interviewing all parties
- Informing parents/carers
- A range of responses appropriate to the situation-solution focused, restorative approach, circle of friends, referral to outside agencies if appropriate.
- Follow up.
- Support for the victim and the bully

Bullying incidents will be recorded by the member of staff who deals with the incident and will be forwarded to the Club's Lead Welfare Officer.

The Club's Lead Welfare Officer will act without delay.

The Club's Welfare Officers are:

Jessica Spragg (Lead)	01483 904663
Lauren Hobbs	01483 771426
Steve Elwood	01483 771426
Ben Pike	01483 771426
Lola Sheehan	01483 771426

The above may be contacted via: welfare@wokinggymnastics.co.uk

Regional Welfare officers are:

Mike Gevaux	southeast.rwo2@british-gymnastics.org	07905 019357
Dawn Hyland	southeast.rwo1@british-gymnastics.org	07774 423148

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify any trends and help us to prevent further incidents and reviewed annually by the Club Welfare Officers.

This Policy will be reviewed and updated annually.