



Phoenix Gymnastics Academy

Anti-Bullying Policy

Phoenix Gymnastics Academy is committed to providing a caring, friendly and safe environment for all our members. Bullying of any kind is unacceptable at our club. We believe it is important that participants, coaches, parents and visitors should, always, show respect and understanding for the welfare of others. Our anti bullying policy has been designed with our entire team in mind. We recognise that an abuser may be from different groups within our organisation and that bullying can take different forms. If bullying does occur, members should be able to tell and know that incidents will be dealt with effectively. We are a transparent club. This means that anyone who knows that bullying is happening is expected to tell a member of staff or the club welfare officer.

What is bullying?

Bullying can be:

- Emotional: being unfriendly, excluding or tormenting
- Verbal: name calling, sarcasm, spreading rumours or teasing
- Physical: any use of violence
- Racist: racial taunts, graffiti or gestures
- Sexual: unwanted physical contact or abusive/inappropriate comments
- Cyber: all areas of internet, such as email and chat room misuse, mobile threats by text messaging or calls

Why is it Important to Respond to Bullying?

Nobody deserves to be a victim of bullying; everybody has the right to be treated with respect. As a club we take bullying seriously.

Objectives of this Policy:

- All officials, coaching and non-coaching staff, volunteers, committee members, children and parents should understand what bullying is
- All officials, coaching and non-coaching staff, volunteers and committee members should know what the club policy is on bullying and follow it when bullying is reported.
- All children and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- Bullying will not be tolerated.

Procedures:

1. Report bullying incidents to the Club Welfare Officer(s).
2. Where the alleged bully is a child (children), if applicable, parents should be informed and will be asked to come to a meeting to discuss the problem.
3. The bullying behaviour or threats of bullying must be investigated and stopped.
4. An attempt will be made to help the bully (bullies) change their behaviour through discussion about bullying.
5. Bullies may be asked to sign a behaviour contract.
6. If bullying continues the bully will be asked to leave the Club.