

It is our aim as a gymnastics club to create a safe environment, to give all gymnasts attending the club a fulfilling and enjoyable gymnastic experience, to strive to provide the opportunity for members to achieve their gymnastic potential and to improve the physical well being, posture, co-ordination, concentration and confidence of all participants.

Bullying is an anti-social activity, which does not achieve any of the aims of the Club. It undermines the confidence and concentration of the victim and in the worst cases can lead to physical decline and even suicide.

Bullying will **not** be tolerated or condoned within the Club in any form including

- physical pushing, kicking, spitting etc.
- verbal name calling, sarcasm, teasing, ridicule, ignoring etc
- racial taunts, graffiti, gestures etc
- sexual comments, suggestions etc

Haverhill Gym has an 'open door' policy which means that everyone can see what is going on and anyone can report it to a coach, the secretary or a welfare officer. If requested this can be without that person being identified in any further action, so if necessary this could be done by letter or e- mail or through the Club's Complaints procedure.

Incidents of bullying will be dealt with immediately either by the coach or the Head Coach.

Complaints will be recorded making sure that both sides of the story are listened to and all involved parents will be informed.

Parents and/or gymnasts will be involved in deciding the outcome of the action which should be aiming to change the behaviour of the bully.

Any sanctions or warnings will be appropriate to the child and to the incident and appeals can be submitted for reconsideration.