

Acrobay Gymnastics Trust believes that every child has the right to take part in gymnastics in a safe, fun environment free from bullying.

Policy Statement

Acrobay Gymnastics Trust is fully committed to safeguarding the wellbeing of all children and young people in our care. We understand that children's wellbeing can be seriously impacted by bullying behavior. Bully of any kind is unacceptable in our club and will not be tolerated.

Raising awareness of children and young people's wellbeing, recognising what needs to be done and the requirement to act on this when a child or young person needs our help and support is crucial.

It our shared responsibility to make sure that the children and young people know that:-

- Yes, they are right to speak up
- Yes, they will be listened to and taken seriously
- No, it will not affect their place in the club or event/competition

If bullying does occur, all Acrobay membership should be able to challenge this behavior to pass on concerns and to know that incidents will be dealt with promptly and effectively.

You should either tell a coach or adult you trust or contact the Safeguarding Officers on safeguarding@acrobay.co.uk for advice or support.

What we will do

- Respect the rights of children
- Develop positive relationships amongst children and adults which are mutually respectful, responsible and trusting
- Promote emotional health and wellbeing
- Create an open environment, encourage children to speak and share any concerns
- Address the needs of children who are bullied as well as those who bully
- Never label children as 'bullies' or 'victims' Use the term 'displaying bullying behaviour'
- Respond to any concerns raised, following the incident reporting process
- Regularly monitor and evaluate the implementation of this policy and includes children's views in this process

What is bullying

Bullying is both behaviour and impact; the impact is on a person's ability to feel in control of themselves. Bullying that takes place in the context of a relationship, it is behaviour that can make people feel hurt, threatened, frightened or left out. This behaviour happens face to face and online.

Bullying may be seen as particularly hurtful behaviour where it is difficult for those being bullied to defend themselves. It can be a 'one-off' occurrence or repeated over a period of time, and can take many forms, including children being bullied by adults, their peers and in some cases by members of their families.

It can sometimes be difficult to identify because it often happens away from others and those who are bullied often do not tell anyone. They may feel it is somehow their fault or that there is something wrong with them.

Bullying can be

- Emotional – being unfriendly, excluding, tormenting
- Physical – any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focussing on, the issue of sexuality
- Transphobic – because of, or focussing on the issue of a trans person's identity
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Cyber – all areas of social media misuse including abuse by text messaging and calls, misuse of camera and video technologies

What you can do

- Encourage an ethos where there is an anti-bullying culture
- Encourage your child to speak and share their concerns with a coach, safeguarding officer or an adult they trust who can support them

Raising a concern:-

- Any concerns should be raised with a coach or adult you trust or contact the Safeguarding Officers on safeguarding@acrobay.co.uk for advice or support.
- Any more serious allegations should be made in writing using the Incident/Complaints/Poor Practice form and must contain specific details and might have to be referred to Scottish Gymnastics Ethics Welfare and Conduct Manager
- Concerns surrounding poor practice and or child wellbeing issues should be addressed to the Safeguarding Officer. This can be sent to safeguarding@acrobay.co.uk
- Matters will be dealt with confidentiality and only those who need to know will be informed

ANTI-BULLYING POLICY

Responding to a concern:-

- If necessary the Safeguarding Officer or Trustees will respond to the complainant within five working days, acknowledging receipt of the concern, explaining the process and confirm the timescales which will be followed
- The appropriate club investigation officer will gather the facts and will arrange to interview all those involved.
- Details of the interview(s) will be recorded (written) and signed/dated by the witness
- A meeting will then be arranged with the person against whom the concern is being made. A copy of the concern along with the evidence will be provided. He/she will be asked to comment, and all details of the interview will be recorded, agreed signed and dated.

Reviewing the evidence:-

All correspondence and evidence will then be considered by the appropriate club investigation office and one other person who is not connected with the complaint.

Policy Awareness and Acceptance

By agreeing on Thrive4, I confirm that I accept and will abide by this policy.

I will always follow this agreement and I know that if I don't follow it, Acrobay Gymnastics Trust might need to take action.

(Please ensure you update your details on Thrive4)