



ANTI-BULLYING POLICY

Affinity Gymnastics Academy take all signs or allegations of possible bullying seriously. Disruptive, threatening or inappropriate behaviour of any kind, including bullying, is unacceptable and will not be tolerated.

Bullying is behaviour, usually repeated over time, that intentionally hurts another individual or group; physically or emotionally. There is often a power imbalance that makes it hard for the victim/s to prevent or deal with the perpetrator's actions. The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children and young people, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm).

Bullying can occur between:

- An adult and child/young person.
- A child/young person and child/young person.
- A parent and their own child.
- Between adults (coaches and parents)

Bullying can be:

- Emotional- being unfriendly, excluding, or tormenting (e.g. hiding belongings, threatening gestures).
- Physical- pushing, kicking, hitting, punching, or any use of violence.
- Racial (including religious grounds - 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 rumours, or teasing.
- Cyber- All areas of internet, such as email & social media misuse, mobile threats by text messaging & calls or social media, misuse of associated technology, i.e. camera & video facilities.

Examples of bullying within gymnastics could be:

- A gymnast who intimidates a fellow gymnast(s) inappropriately i.e. abusive, threatening or teasing/ridiculing text messages or abusive, threatening or teasing/ridiculing messages via facebook, Instagram, snapchat, or any other social networking sites.
- A coach who adopts a win-at-all costs philosophy i.e. shouting, name calling, or ignoring/marginalising gymnasts based on performance.
- A parent who pushes a child too hard i.e. shouting at child or speaks inappropriately about a gymnast's performance or training to any other parents or gymnasts.
- Coaches speaking inappropriately about a gymnast's performance or any other coaching member of staff.
- Anyone who intimidates another member at the club.

Affinity Gymnastics Academy operates a strict three strikes policy:

1. Anyone failing to meet behaviour standards will receive a verbal warning and there will be an apology from the bully(ies) to the victim and we will inform the bully's parents.
2. If the behaviour continues a written warning will be issued to the gymnast and their parents and disciplinary action will be imposed if necessary.
3. If the written warning has no effect the gymnast will be suspended or expelled from the club at the discretion of the General Manager or Head coach.