

The Wiltshire School of Gymnastics is committed to providing a caring, friendly and safe environment for all of our members so that they can participate in a relaxed and secure atmosphere. If bullying does occur, all members should be able to inform a member of staff and know that incidents will be dealt with promptly and effectively.

**What is bullying:**

Behaviour that is undesirable and unacceptable and will not be tolerated or condoned within the club in any form inclusive of:

- Physical pushing, pinching, kicking, spitting.
- Verbal name-calling, sarcasm, teasing, ridicule, ignoring.
- Sexual, religious, gender, disability comments/suggestion.
- Cyber bullying.

The Wiltshire School of Gymnastics has an “open door” policy, which means that any member of the public can observe our operations, and we encourage everyone to share concerns or complaints to a coach, team leader, the manager or the welfare officer. Any reports of bullying will be listened to and taken seriously.

**Procedures:**

- Report bullying incidents to staff as set out above. The person informed will deal with the incident as quickly as possible ensuring that both sides of the story are listened to.
- In cases of serious bullying, the incidents will be recorded by staff.
- In serious cases parents will be informed and will be asked to come in to a meeting to discuss the issue.
- The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour

**Outcomes:**

- The bully (bullies) may be asked to genuinely apologise. Other consequences may also occur.
- In serious cases, the child may be suspended or asked to leave the Wiltshire School of Gymnastics.
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure further bullying does not take place.