



Anti-Bullying Policy

Birmingham Gymnastics Academy

Birmingham Gymnastics Academy aims to create a safe environment, to give all gymnasts attending the Academy a fulfilling and enjoyable gymnastics experience, to strive to provide the opportunity for members to achieve and fulfil their 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 reflect any of the aims of Birmingham Gymnastic Academy. It undermines the confidence and concentration of the victim and in the worst case can lead to physical decline.

Bullying will not be tolerated or condoned within Birmingham Gymnastics Academy in any form including

- Physical incidents
- Verbal name calling, sarcasm, teasing, ridicule, ignoring etc.
- Racist comments, graffiti, gestures etc...
- Sexual comments, suggestions etc...

Birmingham Gymnastics Academy has an 'open door' policy which means that everyone can see what is going on and anyone can report it to a coach or the Welfare Officer, Lesley Browne. If requested this can be without that person being identified in any further action, so if necessary this could be done by letter or email through the Academy's Complaints procedure.

Incidents of bullying will be dealt with immediately either by the coach or Head of Gymnastics. Complaints will be recorded making sure that both sides of the story are listened to and all involved parents/carers are informed.

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

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