

Anti-Bullying Policy

1. Statement of Intent

Children and young people at NBC Gymnastics have the right to participate in their sport in a safe, supportive, and inclusive environment.

We do not label any child as a “bully”, as this can be unhelpful and stigmatising. Instead, we refer to children as **displaying bullying behaviours**, and we are committed to supporting all children to develop positive relationships and respectful behaviour.

We will not tolerate bullying behaviours in any form. Our approach focuses on education, early intervention, and working collaboratively with children and parents to promote kindness, respect, and understanding.

2. Definition of Bullying

Bullying behaviour is **intentional, repeated, and involves a power imbalance**. It can cause significant emotional and psychological harm.

Bullying behaviours may include:

- **Physical:** pushing, kicking, hitting, biting
- **Verbal:** name-calling, teasing, sarcasm, spreading rumours
- **Emotional:** exclusion, humiliation, intimidation, ridicule
- **Racist:** taunts, gestures, or comments related to race or ethnicity
- **Discriminatory:** behaviour related to disability, gender, sexual orientation, religion, or other protected characteristics
- **Cyberbullying:** bullying through digital platforms such as social media, messaging apps, or online games

Cyberbullying will be treated as seriously as in-person behaviour where it impacts the wellbeing of club members.

3. Relational Conflict

We recognise that not all disagreements between children are bullying.

Relational conflict refers to occasional disputes or fallouts where there is no power imbalance or repeated intent to harm.

Staff will support children to resolve conflicts appropriately while remaining alert to situations that may develop into bullying.

4. Our Approach

We aim to create a positive environment where bullying behaviours are prevented and addressed effectively by:

- Promoting kindness, respect, and inclusion
- Praising positive behaviour
- Helping children understand and express their emotions
- Encouraging empathy and awareness of others' feelings
- Educating children about differences and diversity
- Working in partnership with parents/carers
- Addressing concerns early before they escalate

We recognise that being bullied can lead to serious consequences, including anxiety, low self-esteem, isolation, and, in extreme cases, self-harm or suicidal thoughts.

5. Responsibilities

All staff and volunteers at NBC Gymnastics have a responsibility to:

- Promote a safe and inclusive environment
- Challenge bullying behaviour appropriately
- Listen to children and take concerns seriously
- Report concerns to the Welfare Officer
- Follow this policy and the club's safeguarding procedures

6. Reporting Concerns

For Children

Children are encouraged to speak to:

- A coach
- The Welfare Officer
- Any trusted adult

They will be listened to and taken seriously.

For Parents/Carers

Parents should raise concerns with the **Welfare Officer** in the first instance as soon as possible.

If the matter remains unresolved, parents may request a meeting with the **Club Manager**.

7. Procedures

When a concern is raised:

1. **Report received**
Concern is shared with a coach or Welfare Officer
2. **Record made**
A written record of the concern or incident will be completed
3. **Assessment**
The Welfare Officer will assess the situation
4. **Parents informed**
Parents/carers of all involved children will be informed
5. **Action plan**
A plan will be agreed to support all children involved
6. **Follow-up**
The situation will be monitored and reviewed

8. Supporting Children

If a Child is Experiencing Bullying

We will:

- Listen and reassure the child
- Encourage assertiveness and confidence
- Support them to express their feelings calmly
- Provide praise and encouragement
- Work with parents to develop coping strategies

If a Child is Displaying Bullying Behaviour

We will:

- Make clear that the behaviour is not acceptable
- Reassure the child that they are supported
- Help them understand the impact of their behaviour
- Support them to make amends
- Work with parents to address underlying causes

9. Record Keeping

All concerns and incidents will be:

- Recorded in writing
- Stored securely
- Managed in line with data protection requirements

10. Safeguarding and Escalation

If bullying behaviour raises safeguarding concerns, NBC Gymnastics will follow its **Safeguarding Policy**.

Where appropriate, advice may be sought from external agencies.

11. Monitoring and Review

Incidents will be monitored to identify patterns or ongoing concerns.

This policy will be reviewed annually to ensure it remains effective and up to date.

Version	Date Approved	Approved By	Next Review
1.0	03/08/2021	Louise Combellack - Manager	Aug 2022
1.0	10/08/2022	Louise Combellack – Manager	Aug 2023
1.0	01/06/2023	Louise Combellack – Manager	June 2024
1.0	06/06/2024	Louise Combellack – Manager	June 2025
1.0	10/06/2025	Louise Combellack – Manager	June 2026
Version	Date Approved	Summary of Changes	
2.0	10/04/2026	<i>Inclusion of cyber-bullying</i> <i>Clear reporting pathway for children included</i> <i>Procedure section updated to be more procedural than supportive</i> <i>Underlining of the need for adequate record keeping</i> <i>Noted procedures for escalation</i> <i>EDI statement broadened</i> <i>Staff responsibilities explained</i>	

Signed: Louise Combellack Senior Manager Date: 10/04/2026