Gymnastics With Nikki Anti-Bullying Policy

**INTRODUCTION**

Gymnastics With Nikki is committed to providing a caring, friendly and safe environment for all gymnasts and coaches so they can work in a relaxed and secure atmosphere. As such, Gymnastics With Nikki deems bullying to be unacceptable behaviour.

**WHAT IS BULLYING**

Gymnastics With Nikki understands bullying to be deliberate, hurtful behaviour in the form of physical, psychological or verbal conduct resulting in pain and distress to another person. In the gymnastics club setting, we recognise that gymnasts, parents/carers, coaches and officials could be the perpetrators or victims of bullying.

Accordingly, coaches and officials are made aware that they must not abuse their position of power to bully the children in their care, parents/carers are discouraged from bullying their children by pushing them too hard and gymnasts are discouraged from bullying one another during class.

**ENCOURAGEMENT TO TELL SOMEONE**

It is important we create an atmosphere at Gymnastics With Nikki where gymnasts or coaches who are being bullied, or others who know about bullying feel that they will be listened to and that action taken will be swift but sensitive to their concerns. Gymnastics With Nikki encourages gymnasts, coaches, parents & officials to tell either their senior coach Nikki Miller or the Welfare Officer Karen Rustamova if they have concerns.

**PROCEDURES**

Regardless of whom the perpetrator might be, anyone who recognises the signs of bullying must report their concerns to the senior coach and/or Welfare Officer in extreme cases immediately, in order that appropriate action can be taken.

The senior coach & Welfare Officer will be approachable, supportive and take all signs of bullying seriously so that all involved in Gymnastics With Nikki are confident to speak out and share concerns.

In the event, that a bullying incident is reported by coach, parent or gymnast, the following action will be taken:

**Route A**

If involving gymnasts or anyone under 18yrs, the parents of both accused/accuser will be contacted separately & all information about the incident reported from both sides to gain insight. It may be that a simple chat with both parties by senior coach Nikki Miller will tackle the situation to bring it to a successful conclusion. It could also involve both parents having a discussion which would resolve the situation as well.

**Route B**

**If this does not rectify the situation, the following action will be taken:**

* The parents of both accused/accuser will be contacted separately & all information about the incident reported from both sides again to gain further insight.
* If necessary & if involving gymnasts or anyone under 18yrs, the parents of both accused/accuser will be contacted separately & all information about the incident reported from both sides to gain insight.
* A meeting will be scheduled at a suitable time for both parties, with parents if a gymnast, coach under 18yrs or parent has reported the claim, to discuss the concern to clear the air & get both parties talking to find a solution.
* The meeting will be conducted in an orderly & open manner, listening to both sides to get to the root cause of the incident & take on board all points of view.
* Until the meeting has taken place & the outcome established, both parties will work in different groups or classes as deemed necessary.
* From the findings of the meeting, a solution & agreement regarding accused/accuser will be put in place.
* After discussions, the situation will be explained to the accused/accuser to try and get them to understand the consequences of their actions and an apology from the accused to the accuser will be sought.
* In situations where one or both parties refuse to meet to discuss the alleged incident, Gymnastics With Nikki will have no option but to dismiss one or both parties from attending the class depending on the situation.
* Monitoring procedures will be identified and put in place as necessary to encourage the accused to change their behaviour. If the behaviour doesn’t change, they will be asked to leave the class.
* The Head Coach and/or Welfare Officer will maintain accurate records of the incident or claim and any action taken thereafter.
* Under no circumstances should an altercation take place at the classes between both parties as Gymnastics With Nikki will not tolerate parties taking matters into their own hands which could jeopardise the business Gymnastics With Nikki.
* If necessary & in severe circumstances the Head Coach or Welfare Officer will report the incident to Social Work Scotland and/or to the Police.