

HPN GYMNASTICS ANTI-BULLYING POLICY

Throughout this document the notation of 'HPN Gymnastics' is hereby referring to 'HPN Gymnastics and all its subsidiaries and subcontractors'.

Throughout this document the notation of 'gymnastics sessions' are those run by 'HPN Gymnastics' and is hereby referring to 'HPN Gymnastics and all its subsidiaries and subcontractors'.

Gymnastics has proved to be a great introductory sport at a recreational level for all sports and is known to be the best physical grounding for all young children. The benefits for participation are endless. At HPN Gymnastics we are committed to providing a caring, friendly and safe environment for all of our participants so they can take part in a relaxed and secure atmosphere and we will endeavour to provide gymnastics for ALL - allowing the gymnasts to be the best that they can be.

If bullying does occur, all participants should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the coaches.

What is bullying:

Bullying is undesirable and unacceptable and WILL NOT be tolerated or condoned within the gymnastics sessions in any form. This includes:-

- Physical pushing, pinching, kicking, spitting.
- Verbal name-calling, sarcasm, teasing, ridicule, ignoring.
- Sexual, Religious, Gender, Disability comments/suggestion.
- Cyber bullying.

HPN Gymnastics has an 'open door' policy, and we encourage everyone to share concerns or complaints to a coach or school staff member.

Any complaints will be listened to and taken seriously. This can be done via a letter or email.

Procedures

1. Report bullying incidents to staff as set out above. The Head Coach will deal with the incident as quickly as possible ensuring that both sides of the story are listened to.
2. In cases of serious bullying, staff will record the incidents.
3. In serious cases parents will be informed and will be asked to come into a meeting to discuss the problem.
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
5. An attempt will be made to help the bully (bullies) change their behaviour.

This document belongs to HPN Gymnastics and its subsidiaries.
Rivers Gymnastics Academy is a subsidiary of HPN Gymnastics.
Updated 07/04/23.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, the child may be asked to leave the gymnastics sessions.
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.