



## Policy Manual

### Bullying Policy - Gymnasts

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#### Policy Overview

### 1.0 Purpose

CSG is committed to providing a safe and healthy environment for gymnasts, staff, and visitors.

### 2.0 Bullying

Bullying is a form of harassment, and this policy refers to intimidatory behaviour between gymnasts, but may involve staff.

Bullying is deliberate, harmful behaviour that is repeated, or continues over an extended period. It may involve a power imbalance, and it is difficult for those being bullied to defend themselves. Bullying takes place in the digital world too, through cyberbullying and texting.

All members of the club, including gymnasts themselves, have a responsibility to recognise bullying and to take action when they are aware of it happening. Bullying behaviour can be overt (direct and easily observed) or covert (indirect and hidden or less easily observed). A great deal of bullying is covert, with bullying behaviour rarely occurring in front of adults. If gymnasts are being bullied, they need to feel supported and know what to do.

Examples of bullying behaviours include:

- physical, e.g. hitting, kicking, taking belongings;

- verbal, e.g. name calling; insults; racist, sexist, sexuality- and gender-based bullying;
- social/relational, e.g. spreading nasty stories, excluding from groups, making threats, stand over tactics;
- cyberbullying, e.g. posting negative comments on social media, publishing or sending inappropriate messages or images; and
- digital, e.g. sending mean or intimidating texts.

### **3.0 Prevention and response**

To effectively prevent and respond to bullying behaviour at CSG, we will:

- create a safe, inclusive, and respectful environment;
- identify and acknowledge bullying/intimidating behaviour and not tolerate and deal with incidents of bullying immediately;
- foster a 'buddy system' to support gymnasts and provide closer relationships/opportunities between ages and squads;
- provide Anti-bullying material to all members on noticeboards and website;
- ensure the CSG Competitive Team Handbook provides appropriate information;
- include information on acceptable and not acceptable behaviours at parent meetings and gymnast workshops and clinics;
- utilise external facilitators to assist staff and parents in dealing with behaviours; and
- ask gymnasts to stand down in cases of extreme and persistent behaviour.

### **4.0 General statement**

Staff are encouraged to maintain positive learning environments and relationships with gymnasts.

CSG makes a clear statement of acceptable and unacceptable behaviour known to all staff, parents, and gymnasts.

All members of the school, including the gymnasts themselves, have a responsibility to recognise bullying and to take action when they are aware of it happening.

CSG endeavours to maintain the dignity of the gymnast at all times.

Coaches are supported by the CEO and leadership staff to manage extreme and persistent behaviour, and gymnasts with behaviour difficulties may spend time away from their squad/group.

Staff manage challenging behaviour and use de-escalation techniques if a gymnast's behaviour is becoming out of control and/or poses a danger to themselves or others.

CSG monitors the cumulative effects of gymnast behaviour on our programmes, and on gymnast and staff well-being, and seeks to minimise the impact.

### **5.0 Related Policies**

- CSG Bullying and Harassment Policy
- Competitive Team Handbook
- Code of Professional Responsibilities.
- CSG Constitution