

K-GYMNASTICS

ANTI-BULLYING POLICY

Club: K-Gymnastics

Club Number: 91116

Policy: Anti-Bullying Policy

Applies to: All gymnasts, coaches, volunteers, officials, parents/carers and visitors

Policy Owner: K-Gymnastics

Responsible Person: Club Welfare Officer / Head Coach

Date of Policy: September 2026

Review Date: September 2027

1. POLICY STATEMENT

K-Gymnastics is committed to providing a safe, positive, inclusive and respectful environment in which every gymnast can participate in gymnastics, develop their skills and enjoy being part of the club.

We believe that every child and young person has the right to participate in gymnastics free from bullying, harassment, intimidation, discrimination and any form of behaviour that may cause physical or emotional harm.

Bullying will not be tolerated at K-Gymnastics under any circumstances.

We recognise that bullying can have a serious impact on a child's confidence, emotional wellbeing, development and enjoyment of sport. All concerns about bullying will therefore be taken seriously and dealt with appropriately.

2. WHAT IS BULLYING?

Bullying is behaviour that intentionally hurts, threatens, humiliates or excludes another person. It may be physical, verbal, emotional, social or online and can involve a real or perceived imbalance of power.

Bullying may be:

- repeated over a period of time; or
- a single serious incident that causes significant harm or distress.

Bullying can occur between gymnasts, between adults and children, or through the behaviour of other individuals connected with the club.

Examples include:

Physical bullying

- Hitting, kicking, pushing or punching
- Deliberately causing injury
- Taking or damaging another gymnast's belongings
- Intimidating or physically threatening another person

Verbal bullying

- Name-calling or insults
- Threats or intimidation
- Mocking or deliberately embarrassing someone
- Repeated teasing or taunting

Emotional and social bullying

- Deliberately excluding someone from activities
- Spreading rumours or gossip
- Encouraging others not to speak to or include a gymnast
- Humiliating or deliberately upsetting another person
- Making someone feel unwelcome or isolated

Cyberbullying

- Bullying through social media, messaging applications or online groups
- Sending threatening, abusive or humiliating messages
- Sharing photographs or videos to embarrass someone
- Creating or sharing harmful online content about another person

Prejudice-based bullying

Bullying may also target a person because they are perceived to be different, including because of disability, race, nationality, ethnicity, religion or belief, sex, sexual orientation, gender identity or another protected or personal characteristic.

K-Gymnastics will not tolerate any form of discriminatory or prejudice-based bullying.

3. OUR COMMITMENT

K-Gymnastics will:

1. Promote a culture of kindness, respect, inclusion and good sportsmanship.
2. Encourage gymnasts to speak openly if they are worried about something.
3. Take all concerns and allegations of bullying seriously.
4. Respond to concerns promptly and appropriately.

5. Listen to the child or young person and take their views seriously.
 6. Support children who experience bullying.
 7. Address behaviour that constitutes bullying and take appropriate action.
 8. Keep appropriate records of concerns and actions taken.
 9. Maintain confidentiality wherever possible while sharing information when necessary to safeguard a child.
 10. Follow K-Gymnastics safeguarding procedures and British Gymnastics requirements where a concern may constitute a safeguarding matter.
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4. RESPONSIBILITIES OF COACHES AND STAFF

All coaches, volunteers and staff have a responsibility to help prevent bullying and to respond appropriately when concerns are raised.

Coaches and staff should:

- Treat every gymnast fairly and respectfully.
 - Promote positive behaviour and teamwork.
 - Monitor interactions between gymnasts.
 - Challenge inappropriate behaviour.
 - Take concerns seriously and never dismiss a child's concerns as "just a joke".
 - Report safeguarding concerns to the Club Welfare Officer.
 - Record relevant incidents and actions appropriately.
 - Never encourage humiliation, intimidation or excessive pressure as a coaching method.
 - Maintain appropriate professional boundaries with gymnasts.
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5. RESPONSIBILITIES OF GYMNASTS

All gymnasts are expected to:

- Treat other gymnasts, coaches, volunteers and visitors with respect.
- Be kind, supportive and encouraging towards others.
- Never deliberately hurt, intimidate, threaten or exclude another gymnast.
- Never participate in or encourage bullying.
- Tell a coach, Welfare Officer, parent/carer or another trusted adult if they experience or witness bullying.
- Respect differences between individuals.
- Follow the K-Gymnastics Code of Conduct.

Gymnasts who report bullying or support someone who is experiencing bullying will not be treated negatively for speaking up.

6. RESPONSIBILITIES OF PARENTS AND CARERS

Parents and carers are encouraged to speak to K-Gymnastics if they believe their child may be experiencing or witnessing bullying.

Parents and carers should:

- Encourage their child to talk about their experiences.
 - Listen calmly and take concerns seriously.
 - Contact the club if they have concerns about bullying.
 - Avoid approaching or confronting another child or family directly about an incident.
 - Support the club in resolving concerns appropriately.
 - Encourage respectful behaviour both inside and outside the gym.
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7. REPORTING A CONCERN

A concern about bullying can be reported to:

- A K-Gymnastics coach;
- The Club Welfare Officer;
- The Head Coach; or
- Another trusted adult within the club.

A child does not need to be certain that something is bullying before reporting it.

If a gymnast says that they are being bullied, staff should:

1. Listen carefully.
 2. Remain calm and reassuring.
 3. Thank the child for telling them.
 4. Avoid making promises of complete confidentiality.
 5. Establish the basic facts without conducting an investigation.
 6. Report the concern to the Club Welfare Officer.
 7. Record the concern appropriately.
 8. Take any necessary immediate steps to protect the child.
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8. HOW K-GYMNASTICS WILL RESPOND

Every concern will be considered individually, taking into account the seriousness and circumstances of the behaviour.

Where appropriate, K-Gymnastics may:

- Speak separately with the children involved.

- Speak with parents/carers.
- Increase supervision.
- Put measures in place to prevent further incidents.
- Agree appropriate behavioural expectations.
- Provide support to the child affected.
- Address the behaviour of the child or individual responsible.
- Review group arrangements where necessary.
- Apply appropriate club disciplinary procedures.

We will avoid labelling children as “bullies” and instead focus on addressing the behaviour, understanding what has happened and ensuring that everyone remains safe.

Serious incidents may require referral through safeguarding or disciplinary procedures.

9. SAFEGUARDING CONCERNS

Bullying may sometimes form part of a wider safeguarding concern.

If K-Gymnastics believes that a child may be at risk of significant harm, abuse or neglect, the concern will be dealt with under the club’s Safeguarding and Child Protection procedures.

Where necessary, concerns may be referred to the appropriate external safeguarding authority, the police, or British Gymnastics in accordance with relevant procedures.

10. CONFIDENTIALITY AND RECORD KEEPING

Information relating to bullying concerns will be handled sensitively and shared only with those who need the information to safeguard the child or manage the concern appropriately.

K-Gymnastics will keep appropriate records of significant concerns, including:

- The date and nature of the concern;
- Information provided by the child or other person;
- Actions taken;
- People involved in managing the concern;
- Any follow-up actions.

Records will be stored securely in accordance with the club’s safeguarding and data protection arrangements.

11. SUPPORT FOR CHILDREN AFFECTED BY BULLYING

K-Gymnastics recognises that children who experience bullying may need ongoing support.

Where appropriate, the club will:

- Provide a safe and supportive environment;
- Check in with the child following an incident;
- Encourage the child to speak to a trusted adult;
- Work with parents/carers;
- Monitor the situation;
- Make reasonable adjustments where appropriate to help the child feel safe and included.

Our aim is to ensure that every gymnast feels valued, respected and able to enjoy gymnastics.

12. PREVENTING BULLYING

K-Gymnastics will take proactive steps to reduce the risk of bullying by:

- Promoting positive relationships between gymnasts;
 - Encouraging teamwork and respect;
 - Maintaining appropriate supervision;
 - Promoting equality and inclusion;
 - Making gymnasts aware that bullying is unacceptable;
 - Encouraging children to speak up about concerns;
 - Ensuring coaches understand their safeguarding responsibilities;
 - Reviewing concerns and incidents to identify any patterns or areas requiring improvement.
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13. ONLINE AND SOCIAL MEDIA BEHAVIOUR

The standards expected at K-Gymnastics also apply to online behaviour connected to the club.

Gymnasts, parents, coaches and volunteers should not use social media, messaging applications or other online platforms to:

- Bully or threaten another person;
- Share humiliating or harmful content;
- Spread rumours;
- Share photographs or videos of others inappropriately;
- Make discriminatory or abusive comments;
- Encourage others to exclude or target another gymnast.

Concerns involving online bullying will be taken seriously and may be dealt with under this policy, the club's safeguarding procedures and/or other relevant procedures.

14. ZERO TOLERANCE APPROACH

K-Gymnastics operates a **zero-tolerance approach to bullying**.

This does not mean that every disagreement between children will automatically be treated as bullying. Children can experience disagreements, misunderstandings and conflict as part of growing and learning.

However, behaviour that is intended to hurt, intimidate, humiliate, threaten, exclude or repeatedly target another person will not be accepted.

K-Gymnastics will respond proportionately and fairly while keeping the safety and wellbeing of children at the centre of our decisions.

15. RELATED POLICIES

This policy should be read alongside the K-Gymnastics:

- Safeguarding and Child Protection Policy
 - Code of Conduct
 - Complaints Policy
 - Equality, Diversity and Inclusion Policy
 - Social Media / Online Safety Policy
 - Disciplinary Procedures
 - Health and Safety Policy
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16. POLICY REVIEW

This Anti-Bullying Policy will be reviewed at least annually, or sooner if there are significant changes to legislation, safeguarding guidance, British Gymnastics requirements or the club's procedures.

Next review date: September 2027

17. CONTACT

For concerns relating to bullying or safeguarding, please contact the K-Gymnastics Club Welfare Officer or Head Coach.

K-Gymnastics**Club Number: 91116**

Our priority is to ensure that every gymnast can participate in a safe, supportive, respectful and positive environment.