



ANTI-BULLYING POLICY

Our ethos:

At CGC we are committed to providing a caring, friendly and safe environment for all of our members, their families and the coaches and volunteers who work here to enable a safe, relaxed and secure atmosphere for ALL.

If bullying of any form does occur, all members must feel that they can raise this with a member of staff at the club and have confidence that incidents will be dealt with promptly and effectively. Anyone who believes that that bullying is happening within the club, even if not involving themselves, should also feel able to come forward and raise this.

What is bullying:

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

Physical bullying - pushing, pinching, kicking, spitting etc

Verbal bullying - name calling, sarcasm, teasing, ridicule, ignoring etc

Discrimination - any form of verbal or physical abuse or harassment as a result of sexual, religious, gender, ability or other prejudice.

Cyber bullying - the bullying of CGC gymnasts, coaches, parents or volunteers online when at the club or outside of it.

Procedures:

CGC has an 'open door' policy, and we encourage everyone to share concerns with a coach, the secretary or the welfare officer straight away. If anyone does not feel confident in speaking openly with a member of staff they can email the club, call a member of club staff or fill in a complaints procedure which can be found on the club's website.

All concerns raised will be logged formally and passed over to the club's Welfare Officers to determine how they should be dealt with. In all cases the person who raises the concern will be informed what action will be taken and how this will be followed up. In cases deemed serious by the Welfare Officers, parents will be informed and will be asked to come in to a meeting to discuss the problem.

All bullying behaviour or threats of bullying will be investigated and dealt with at the earliest convenience.