**ANTI-BULLYING** **POLICY**

Hertfordshire Gymnastics Club take a very hard line with bullying or abusive behaviour and disruptive, threatening or inappropriate behaviour of any kind is unacceptable and will not be tolerated.

Bullying can be:

• Emotional - being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)

• Physical - pushing, kicking, hitting, punching

• Racist - racial taunts and gestures

• Sexual - unwanted physical contact or sexually abusive comments

• Homophobic - focusing on the issue of sexuality in a derogatory way

• Verbal - name-calling, sarcasm, spreading rumours, teasing

• Cyber - All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology i.e. abusive text messages, MSN, other social

• A coach who adopts a win-at-all costs philosophy i.e. shouting, name calling, or ignoring.

• A parent who pushes too hard i.e. shouting at child

HGC will operate a ‘three strikes’ policy:

1. Anyone failing to meet behaviour standards will receive a verbal warning and there will be an apology from the offender to the victim and we will inform the offenders parents.
2. If the behaviour continues a written warning will be issued to the gymnast and their parents and disciplinary action from sessions imposed if necessary
3. If the written warning has no effect the gymnast will be suspended or expelled from the Club at the discretion of the Club Manager

This policy was updated in May 2023 and will be reviewed annually.