



Anti-bullying policy

We have consulted with our members and our coaching team and used the feedback from this consultation to write our policy.

The purpose of this policy is to set out our commitment to eradicate bullying from CC Gymnastics and set out what steps we will take to should we encounter an incident.

At C C Gymnastics we are committed to eradicating bullying and will work together as a club to ensure we create an ethos of

‘a friendly club where gymnasts and coaches feel safe and heard’

We consulted with our gymnasts for their definition of bullying and these are some of their answers

‘Bullying is when someone is repeatedly being mean to someone else’

Rebecca

‘Bullying is repeatedly teasing and that person doesn’t find it funny’

Lottie

‘Bullying is when someone is mean to you and doesn’t stop, it can be physical or mental or even racism’

Isla

‘Bullying is being mean consistently’

Alice

‘Bullying is when someone is being mean more than once and won’t stop’

Olive

‘Bullying is when someone is not kind’

Emilie

‘at school we use the term STOP; several times on purpose’

Hannah

At C C Gymnastics we have decided to adopt Kidscape’s definition



‘bullying as any behavior that is intended to hurt, is repeated and where there is an imbalance of power’

This includes inflicting physical harm, and emotional harm, from name calling, hurtful teasing, name calling, laughing at a gymnast's work, routine, move, or isolating a gymnast by forming cliques or power groups or unhealthy friendships groups.

This policy applies to behaviour when a gymnast is attending CC Gymnastics, or representing them or taking part at a competition, residential event. This policy does not apply to any bullying behaviour outside of these times or events, even if the behaviour affects gymnasts who attend CC Gymnastics.

At C C Gymnastics we continue to work hard to eliminate discrimination inline with the Equality Act 2010 and any harassment based on but not limited to harassment on grounds of disability, belief, or sexuality will be dealt with as per this policy.

We believe that everyone at our club has a responsibility to ensure bullying is eradicated and that everyone has a role to play in ensuring our ethos is always felt. Our Code of Conduct sets out our standard of expected behavior for all our members and this should be always adhered to. It is important that any member who hears of or sees any type of bullying either stops this behavior immediately or reports this to the Head Coach or Welfare Officer at their earliest opportunity. We feel it is important that our members feel empowered to not be a bystander and that any unkind behavior is reported. Our coaches at C C Gymnastics have annual staff training and all those over the age of 16 must complete a Safeguarding course, this ensures all our coaches know how and when to intervene or report.

What will we do



There will be occasions when children will enter conflict with their peers which may include teasing and friendship fallouts. Our coaching team works together with gymnasts to ensure any behavior that is witnessed by us is addressed as soon as possible. This may include speaking to all the gymnasts as a group or with just those involved, explaining why that kind of behavior is unkind, focusing on how the gymnast may feel and work together towards a resolution with apologies where appropriate. If this behaviour is not seen or heard by a coach we rely on the open communication ethos we have created with our families and hope that families will report any type of unkind behaviour to us so that we may address this with those involved including their families as soon as possible.

However, if this behaviour continues and is repeated over a period of time and the child involved begins to feel unhappy or unsafe at our club, we would class this as bullying.

If the bullying can be addressed by ourselves, our Head Coach will speak with the parents of the child(ren) in the first instance. We understand children go through periods of change in their lives and often a change in a child's behaviour can be concerning. Where appropriate we will work with all families and where necessary provide support and to help them reflect on how their behaviour may make others feel and why it is not acceptable. However if we do not feel that the situation is resolved or it continues beyond the initial contact with the family the Head Coach reserves the right to ask the perpetrator(s) to leave our club.

At C C Gymnastics we have a zero tolerance to all forms of bullying and all reports of bullying will be taken seriously, we recognise bullying as a form of child-on-child abuse and as such we would refer to our Safeguarding policies where necessary. When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident will be



reported to Cheshire East Children's Services Department as a possible child protection concern under The Children Act 1989

In June 2024 we sent out surveys to our families and our coaches to measure how we are working towards ensuring our members are happy. We will continue to collect this information and feedback annually to ensure we continue to keep our club a safe and happy place for all our members.:-

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