



GYMMAGIC ANTI-BULLYING POLICY

Gymmagic will not tolerate Bullying by children or adults on children.

The damage inflicted by bullying can frequently be underestimated. It can cause considerable

distress to children and young people, to the extent that it affects their health and development or,

at the extreme, causes them significant harm. The Gymmagic management and welfare officers will

work hard to ensure all forms of bullying are taken seriously and responded to appropriately.

Bullying can occur between:

- An adult and child/young person.
- A child/young person and child/young person.
- A parent and their own child.

Bullying may take many forms and may be conducted in person or through the actions of another person/other people. These include:

- Emotional: Being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures), name-calling, sarcasm, spreading rumours, teasing/taunts, graffiti.
- Physical: Pushing, kicking, hitting, punching or any use of violence.
- Sexual: Unwanted physical contact or sexually offensive comment/s.
- Cyber: Email, Social Media and internet chat room misuse, mobile phone threats by text messaging and calls or misuse of technology (ie photographs/ video footage).
- Racist and religious based bullying.
- Homophobic/ bi-phobic/ trans-phobic: Because of their sexual orientation, or perceived, or actual gender identity.
- Disablist: May focus on, or exploits, a particular aspect of the individual's disability.

To discourage Bullying Gymmagic will:

- Provide adequate supervision at all times.
- Encourage children to speak out and share any concerns with the person in charge, the Club Welfare Officer or other responsible adults.
- Take all signs or allegations of possible bullying seriously.

Gym magic will respond to Victims of Bullying by:

- Anyone becoming aware that a child or young person is being bullied, they should offer reassurance and try to gain their trust.
- Explain that someone in authority may need to be informed.
- Keep accurate records of what happened and what was said, together with names of those involved and any action taken.
- Report suspicions or concerns to the person in charge.