

Anti-Bullying Policy

At Lincoln City Gymnastics Club, we are committed to providing a safe, positive, and inclusive environment for all gymnasts, coaches, staff, and families. Bullying of any kind will not be tolerated. Everyone has the right to feel respected, supported, and able to train free from fear or intimidation.

What is the purpose of this policy?

- To promote a culture of kindness, respect, and inclusion within our gymnastics club
- To raise awareness about bullying and how to recognize it
- To provide clear procedures for responding to bullying incidents
- To support victims and help those who bully to change their behaviour

Bullying can be defined as deliberate, harmful, and repeated behaviour intended to intimidate, hurt, or upset another person. This can be physically, emotionally or socially and can happen in person, online, or via social media. Examples include:

- **Physical:** Hitting, pushing, kicking, or any unwanted physical contact
- **Verbal:** Name-calling, insulting, threats, or offensive jokes
- **Social / Emotional:** Excluding someone, spreading rumours or intimidating behaviour
- **Cyberbullying:** Threats or sending hurtful messages via social media or text, posting harmful content online, or harassing someone via digital platforms

Who is covered by this policy?

- Gymnasts (all age groups and levels)
- Coaches
- Staff – Administrators and Directors
- Volunteers – Committee Members
- Parents / Guardians
- Visitors and spectators

What are the prevention strategies?

- All coaches have completed up to date British Gymnastics safeguarding courses
- A positive and inclusive club environment is continually promoted
- Welfare and bullying reporting posters are displayed in the club and accessible on the website

What is procedure for reporting bullying?

Anyone who experiences or witnesses bullying is encouraged to report it immediately. **All reports will be taken seriously** and handled confidentially.

Lincoln City Gymnastics Club

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www.lincolncitygymnasticsclub.co.uk



We encourage gymnasts to speak to their coach immediately if they have experienced any form of bullying during their training session. The coach will do their best to resolve any incidents as quickly as possible to avoid further escalation. If the incident cannot be resolved immediately or has been reported as a repeated issue, this will be passed on to both the Head Coach and Welfare team to be dealt with.

All parties will be listened to respectfully and appropriate action will be taken. This may include:

- Gymnasts may be spoken to as a group, reminded of the LCGC Code of Conduct and behaviour expectations.
- Gymnast(s) may be spoken to by the Head Coach and / or Welfare team to investigate issues further. Parents will be informed prior and have the right to attend the meeting with their child.
- Warnings may be given – a verbal warning first, followed by a written warning
- Disciplinary measures may be given – suspension or permanent exclusion from the club

Changes to our policies

We keep our policies under regular review and will notify you of any changes made. You are advised to review this Anti-Bullying Policy periodically for any changes. This Anti-Bullying Policy was last updated in April 2025.

Contact us

If you have any questions about this policy, if there is something you don't understand, or you wish to exercise any of your rights, please contact us by emailing

generalenquiries@lincolncitygymnasticsclub.co.uk or calling 01522 262022.

Welfare Officer Details

Welfare Officers: Adele Bogg & Claire Speed

Welfare Email: welfare@lincolncitygymnasticsclub.co.uk

Policy approved by:

Welfare Officer: Adele Bogg
April 2025

Welfare Officer: Claire Speed
April 2025