

ANTI-BULLYING POLICY

Hawth Gymnastic is fully committed to safeguarding and promoting the well-being of all our members. We believe it is important that participants, coaches, administrators and parents should, at all times, show respect and understanding for the safety and welfare of others. Therefore, we promote openness at all time and encourage every one to share concerns or complaints that they may have about any aspect of the club with the Welfare Officer or Head Coach. Our Anti-Bullying Policy has been designed with our entire membership in mind, we recognise that an abuser may be from different groups within our organisation and that bullying can take different forms, such as, physical, psychological, racist, sexual, or aggressive verbal conduct. Through educating all our members to the symptoms that may indicate that a person may be the victim of a bully, and understanding a typical victim and bullywe will promote a zero tolerance on bullying.

Hawth Gymnastics Will.....

- Create open environment at all times
- Provide adequate supervision at all training session and trips away
- Encourage children to speak out and share any concerns with a person in charge, welfare officer or other responsible adult
- Take all signs of possible bullying seriously
- Never condemn some one for “telling”
- Have discussions with coach’s, gymnasts and other club officials about bullying and why it matters.
- Make adults with in the club aware of the signs and symptoms of bullying

“All cases of bullying will be dealt with in accordance with the Hawth Gymnasts Complaints procedures”

**NO ONE DESERVES TO BE A VICTIM OF BULLYING
EVERYBODY HAS THE RIGHT TO BE TREATED WITH RESPECT**

CHILD PROTECTION POLICY

“Hawth Gymnastics is committed to ensuring that the protection of children within the gym environment, including personal welfare and health and safety, is a priority”

- ☺ All staff will comply with agreed Hawth Gymnastics and British Gymnastics Codes of Conduct and good practice
- ☺ Policies for discipline, equity, complaints and anti bullying in place
- ☺ Minimise situations where child abuse could occur. Two responsible adults will be present at all times during training
- ☺ Hawth Gymnastics encourage an open door policy
- ☺ A trained Welfare Officer appointed
- ☺ All coaches will be appropriately trained and have attended a British Gymnastics Child Awareness Course
- ☺ All coaches/volunteers suitably screened. CRB checks carried out
- ☺ British Gymnastics procedures will be followed in any case of child abuse
- ☺ Accident/incidents will be recorded and monitored
- ☺ Hawth will adhere to the British Gymnastic video/photography policy
- ☺ Hawth Gymnastics will adopt all British Gymnastic Health and Safety and Welfare guidelines.



EQUITY POLICY

Hawth Gymnastics is fully committed to the principles of equity and good moral and ethical frameworks. The club and its coaches/officials will encourage individuals from all communities to become involved at all levels of participation, coaching, officiating and management.

The following equity principles will be adhered too at all times.

- All persons must respect the rights, dignity and worth of every human being.
- All individuals must be treated fairly and equally regardless of gender, age, ethnic origin, cultural background, sexual orientation, religion, political persuasion or disability. Discrimination through race, gender or disability will not be tolerated.
- Sexual and racial harassment and discrimination will be prohibited.

Inequality will be avoided:

- When selecting, recruiting and training individuals.
- In the preparation and distribution of all materials and publications
- In the monitoring of practices and procedures relating to operations and activities undertaken.

“All cases of discrimination will be dealt with in accordance with the Hawth Gymnasts Complaints procedures”



CHILD PROTECTION & EQUITY STATEMENT

This is to confirm that Hawth Gymnastics has adopted the

British Gymnastics Child Protection & Equity policies

Copies of which can be seen on request



