



Brackley Gymnastics School

Anti-Bullying & Harassment Policy

Version	Date	Authorised by	Changes made
V1	16/03/2026	Natalie Baker – Club Director	Launch

Policy Relationship Statement

This policy forms part of the safeguarding and operational framework used by Brackley Gymnastics School.

These policies apply to members, parents, carers, visitors, and other participants involved in Brackley Gymnastics School activities. Where relevant, the policies listed below should be read together to support safeguarding, welfare, and the safe and respectful operation of the club.

Linked Documents

Brackley Gymnastics School – Gymnasts’ Code of Conduct
Brackley Gymnastics School – Photography & Filming Policy
Brackley Gymnastics School – Whistleblowing Policy
Brackley Gymnastics School – Complaints Policy (Members & Visitors)
Brackley Gymnastics School – Parents, Carers & Guests Code of Conduct
Brackley Gymnastics School – Child Protection Policy
Brackley Gymnastics School – Safeguarding Adults at Risk Policy
Brackley Gymnastics School – Safer Recruitment Policy
Brackley Gymnastics School – Equality, Diversity & Inclusion Policy
Brackley Gymnastics School – Privacy Notice & Data Protection Statement
Brackley Gymnastics School – Terms & Conditions

1. Purpose and Scope

Brackley Gymnastics School (BGS) is committed to providing a safe, welcoming environment where everyone is treated with respect and dignity.

This policy explains how we prevent and address bullying and harassment among gymnasts, parents, carers, and guests while taking part in BGS activities and events.

2. What We Mean by Bullying and Harassment

Bullying is behaviour that intentionally hurts another person physically, emotionally, or socially. It includes spreading rumours, teasing, intimidation, or exclusion.

Harassment is unwanted conduct that causes distress or humiliation or creates a hostile environment. It may relate to a person’s age, gender, ability, background, or belief—but can also include general unkindness or disrespect.



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Bullying and harassment are unacceptable in all forms, whether directed at gymnasts, parents, staff, volunteers, or officials.

3. Our Commitment

Brackley Gymnastics School is committed to providing a safe, welcoming, and respectful environment where all individuals are treated with dignity.

Everyone involved in Brackley Gymnastics School activities has the right to feel safe, supported, and valued. We promote positive behaviour, encourage open communication, and expect all individuals to contribute to a respectful and inclusive environment.

Bullying and harassment are not acceptable in any form and will not be tolerated, whether directed towards gymnasts, parents, carers, staff, volunteers, or any other individual connected to the club.

Brackley Gymnastics School is also committed to ensuring that coaches, staff, and volunteers are able to carry out their roles in a safe and professional environment. All individuals attending or participating in club activities are expected to treat staff with respect at all times.

All concerns relating to bullying or harassment will be taken seriously and handled appropriately in line with club policies.

4. Parent, Carer and Guest Conduct

To protect the wellbeing of all members, we ask that parents, carers, and guests:

- Support all children equally and avoid comparing gymnasts or criticising others.
- Refrain from arguing over competition results, scores, or judging decisions.
- Do not shout from the sidelines or attempt to coach during sessions.
- Respect staff directions and the authority of officials at events.
- Use social media responsibly — never post comments that could embarrass, criticise, or identify a child or member of staff.
- Promote positive language and team spirit at all times.

Failure to meet these standards may lead to a verbal or written warning, temporary exclusion from sessions, or termination of membership.

5. Gymnast Behaviour

Gymnasts are expected to:

- Show respect to coaches, teammates, and judges.
 - Encourage and support others.
 - Avoid name-calling, mocking, or excluding others.
 - Report bullying or unkind behaviour to a coach or trusted adult.
 - Use social media appropriately and never to target another member.
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6. Reporting Concerns

If you witness or experience bullying or harassment:

- Speak to a coach or member of staff as soon as possible.
- You may also contact our **Welfare Officer, Sharni Hughes – bgs.welfare@gmail.com**, in confidence.

All reports will be taken seriously and handled confidentially in line with our safeguarding and data-protection procedures.

We will review each situation carefully and take appropriate.

7. How We Respond

- Concerns will be acknowledged promptly and reviewed by the Welfare Officer and/or Leadership Team.
- We may speak with those involved to understand what has happened.
- Where appropriate, BGS will use discussion, restorative conversation, or formal review to resolve issues.
- Persistent or serious breaches may lead to membership suspension or termination in accordance with club rules and **governing-body standards**.

BGS will not share personal details or investigation outcomes beyond those directly involved.

8. Online and Social Media Conduct

Bullying or harassment that occurs online or via social media will be treated in the same way as behaviour in person.

This includes sharing images or comments that mock, exclude, or target any member of the club.

9. Working Together

We encourage open communication between parents, gymnasts, and staff to resolve issues quickly and positively.

If you have a concern that cannot be resolved informally, please refer to our **Complaints Policy (Members & Visitors)** for guidance.

10. Policy Conclusion

By participating in Brackley Gymnastics School activities, members, parents, carers, visitors, and external providers agree to comply with this policy in full.

Brackley Gymnastics School leadership will monitor compliance with this policy and take appropriate action where behaviour or actions place the safety, privacy, welfare, or respectful operation of the club at risk.



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11. Review

This policy will be reviewed at least annually, or sooner if required by changes in legislation, safeguarding guidance, governing-body standards, or Brackley Gymnastics School operational practice.