

Starlight Anti-Bullying Policy

Our purpose

The purpose of our anti-bullying policy is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying

What is Bullying?

“Bullying is when individuals or groups seek to harm, intimidate or coerce someone who is perceived to be vulnerable” (Oxford English Dictionary, 2021).

It can involve people of any age, and can happen anywhere – at home, school or using online platforms and technologies (cyberbullying). This means it can happen at any time. Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below.

Verbal abuse:

- name-calling
- saying nasty things to or about an individual or their family.

Physical abuse:

- hitting
- pushing
- physical assault.

Emotional abuse:

- making threats
- undermining an individual
- excluding an individual from a friendship group or activities.

Cyberbullying/online bullying:

- excluding an individual from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages

- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games
- voting for or against someone in an abusive poll
- setting up hate sites or groups about a particular individual
- creating fake accounts, hijacking or stealing online identities to embarrass an individual or cause trouble using their name.

Bullying and cyberbullying can be a form of discrimination, particularly if it is based on a child's disability, race, religion or belief, gender identity or sexuality.

Signs and Symptoms

Somebody may indicate by signs or behaviour that they are being bullied. We should be aware of these possible signs and should take the appropriate action to report an incident to the Welfare Officer if someone:

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- Doesn't want to come to the gym.
 - There are changes to their usual routine.
 - They become withdrawn, anxious, or lacking in confidence.
 - They start stammering.
 - They feel ill before coming to the gym.
 - They go home with clothes torn or property damaged
 - Their possessions go "missing"
 - Parents report that they ask for money or start stealing money to take to the gym.
 - They have unexplained cuts or bruises
 - They become aggressive, disruptive or unreasonable
 - They are bullying other children or siblings
 - They stop eating
 - They are frightened to say what's wrong
 - They give improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigate

We aim to prevent bullying by:

- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it

- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place

Our regular discussions with staff, volunteers, children, young people and families will focus on:

- Starlight staff's responsibilities to look after one another and the children/young people we work with, and uphold the behaviour code
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well

What can you do?

If your child has mentioned they are being bullied at Starlight, or you have reason to believe they are, there are several steps you can take/encourage your child to take:

- Encourage your child to talk to their coach. Our coaches are told to look out for signs that bullying may be occurring, but there may be times where they will not know unless they are told.
- Email (info@starlightgym.co.uk)
- Call 07376-955383

If you have taken the previous steps and are not satisfied with the progress of the situation, you can organise a meeting with a senior member of staff.

Welfare Officer Name: Kelda Lay

Your welfare officer contact details: 07971 266938

kelda@adamlaystudio.co.uk



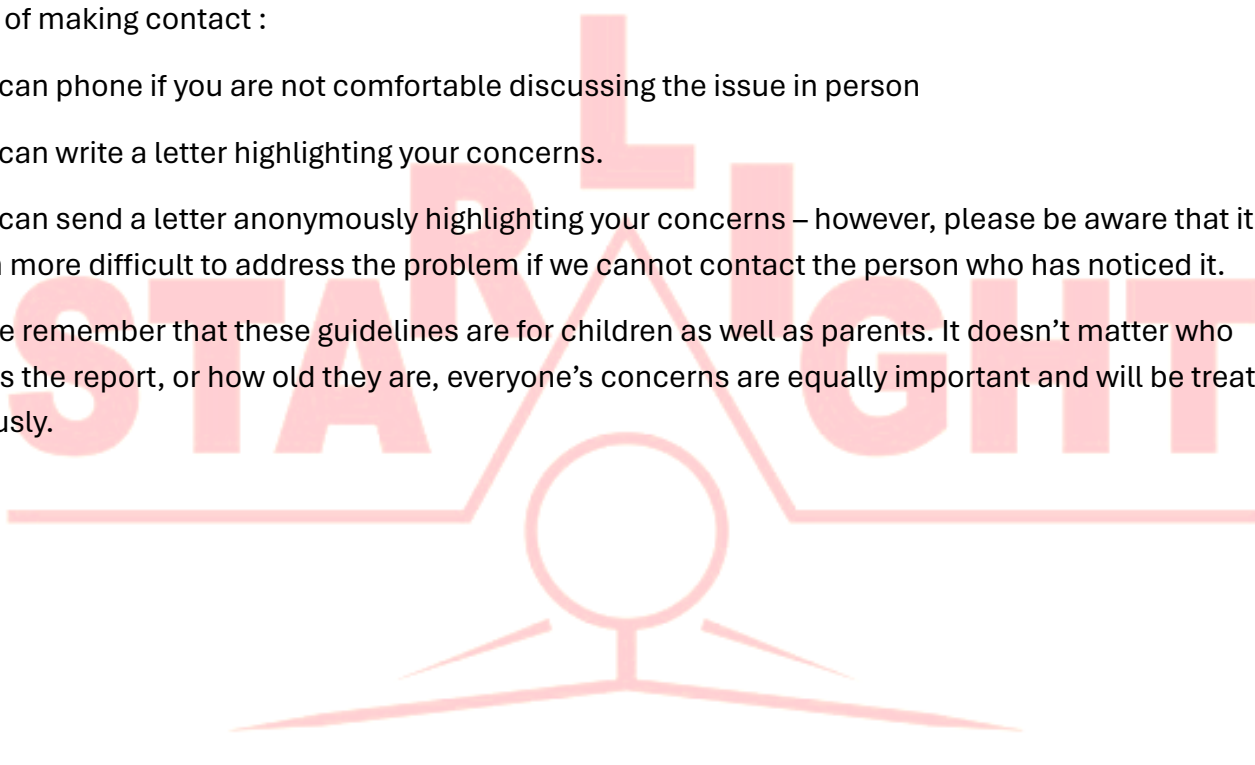
What to do if you have a concern :

- If your concern is regarding a specific incident please make a note of the date and time it occurred and report it as soon as possible. Please also make a note of the key facts relating to the incident.
- If you have a general concern please make a note of the main points of your concern and report them to the Head Coach
- If you are not sure about whether to report a concern or not we advise that you do report it, it is important that the club is aware of your concerns even if you are unsure about them. The club's volunteers are bound by their codes of conduct to treat all reports with the utmost discretion and confidentiality.

Ways of making contact :

- You can phone if you are not comfortable discussing the issue in person
- You can write a letter highlighting your concerns.
- You can send a letter anonymously highlighting your concerns – however, please be aware that it is much more difficult to address the problem if we cannot contact the person who has noticed it.

Please remember that these guidelines are for children as well as parents. It doesn't matter who makes the report, or how old they are, everyone's concerns are equally important and will be treated seriously.



The logo features a stylized figure in a jumping pose, composed of a circle for the head and a triangle for the body, with lines extending from the base of the triangle. This figure is centered within a large, light pink triangle. The word "STARLIGHT" is written in large, light pink, sans-serif capital letters across the top of the triangle. Below the triangle, the words "TRAMPOLINE AND GYMNASTICS CLUB" are written in the same light pink, sans-serif capital letters.

TRAMPOLINE AND GYMNASTICS CLUB