



HIGH SPRINGERS

Anti-Bullying Policy

Version 3.0
October 2026

Document Control

Organisation	High Springers Trampoline & Gymnastics Club LLP
Document	Anti-Bullying Policy
Version	3.0
Effective	October 2026
Review	October 2027
Owner	Club Manager / Club Welfare Officer
Applies to	Members, parents, guardians, employees, coaches, apprentices, volunteers and visitors

1. Policy Statement

High Springers LLP is committed to providing a safe, welcoming, inclusive and supportive environment where everyone is treated with dignity, kindness and respect. All children, young people and adults have the right to participate in gymnastics, trampolining and club activities without fear of bullying, discrimination, intimidation or harassment.

High Springers does not tolerate bullying in any form. We promote positive behaviour, friendships, teamwork, confidence and mutual respect. Concerns will be addressed seriously, sensitively, fairly

and in accordance with our Safeguarding and Child Protection Policy and relevant British Gymnastics guidance.

2. Purpose and Scope

This policy aims to prevent bullying, explain how to identify and report it, support affected individuals, establish a fair response and promote an inclusive coaching culture.

- Applies to members, parents and guardians, staff, coaches, apprentices, volunteers, contractors and visitors.
- Covers lessons, preschool sessions, training squads, holiday camps, competitions, events, shared facilities and relevant online interactions.
- Applies to bullying between children, between adults and between adults and children.

3. What Is Bullying?

Bullying usually involves repeated behaviour intended to cause physical or emotional harm, often alongside an imbalance of power. Serious single incidents may still require immediate action and safeguarding consideration, even if they do not meet the usual definition of bullying.

- Physical: hitting, kicking, pushing, threats, intimidation or damaging belongings.
- Verbal: name-calling, insults, repeated hurtful comments or threats.
- Emotional or social: deliberate exclusion, spreading rumours, humiliation or manipulation.
- Cyberbullying: abusive messages, threatening online comments or sharing embarrassing images.
- Discriminatory: hostility connected with disability, race, religion, sex, sexual orientation, gender reassignment or other characteristics.
- Sexual bullying: unwanted sexual comments, gestures, harassment or contact; refer possible abuse through safeguarding procedures.

4. Understanding Behaviour in Children

Not every disagreement, isolated unkind remark or behavioural incident is bullying. Preschool children and younger gymnasts may still be developing social, emotional and communication skills. Staff should respond according to age, understanding, individual needs and the impact on others.

Harmful behaviour must be addressed even if it occurs once. Staff should consider disabilities, additional needs, communication differences and reasonable adjustments while protecting everyone involved.

5. Bullying in Gymnastics and Trampolining

Sport-specific examples include repeatedly excluding a gymnast from a group, mocking another child's ability or performance, laughing at unsuccessful skills, using competitive results to humiliate someone, and coaches using intimidation or inappropriate pressure.

High Springers promotes individual development, effort, progress and enjoyment. Differences in age, ability, experience or competition level must never become reasons for ridicule or mistreatment.

6. Preventing Bullying

- Establish clear and consistent behaviour expectations.
- Promote kindness, teamwork and respect for differences.
- Supervise groups and transitions actively, including breaks, games and shared areas.
- Challenge hurtful remarks or exclusion promptly and calmly in an appropriate manner and in a safe area.
- Celebrate effort and personal improvement rather than humiliating comparisons.
- Create approachable routes for children and adults to raise concerns.
- Model professional and inclusive communication.

7. Recognising Possible Bullying

Indicators can include withdrawal, reluctance to attend lessons, changes in confidence or behaviour, avoidance of specific people, emotional distress, damaged belongings, unexplained injuries or reduced enjoyment. These signs are not proof of bullying, but warrant sensitive follow-up when concerns arise.

8. Reporting Bullying

A concern may be reported to a coach, Senior Coach, Club Manager, Club Welfare Officer or another trusted adult. Parents may contact the club directly. All reports must be listened to and taken seriously.

Where concerns involve a coach, manager or other adult in a position of trust, or suggest abuse or significant harm, they must follow the Safeguarding and Child Protection Policy. If the usual contact is implicated, use an alternative safeguarding route, including British Gymnastics or statutory agencies where appropriate.

9. Responding to Concerns

1. Listen calmly and reassure the individual without promising absolute secrecy.
2. Identify immediate safety needs and prevent further harm.
3. Record relevant facts, dates, individuals and the account given, distinguishing facts from interpretation.
4. Assess whether the matter requires behaviour management or safeguarding referral; do not conduct an informal investigation of suspected abuse.
5. Inform appropriate parents, management or welfare personnel where safe and suitable.
6. Agree proportionate actions, support and monitoring, then follow up to check that behaviour has stopped.

10. Supporting Those Affected

- Offer reassurance and access to a trusted coach or Welfare Officer.
- Increase supervision or adjust groups where appropriate without blaming the affected child.
- Work constructively with parents or guardians.
- Support friendships and positive relationships, allowing the individual to express what would help.

- Monitor outcomes and review adjustments.

No child should be pressured to reconcile or accept an apology if doing so would make them feel unsafe or uncomfortable.

11. Managing Bullying Behaviour

Responses should help children understand why behaviour is unacceptable, its effect on others and what change is expected. Measures may include clear guidance, restorative support when appropriate, increased supervision, parent discussions, behaviour support plans or temporary group adjustments.

Where behaviour poses an immediate risk, a participant may need to be removed from the activity temporarily. Suspension or exclusion should be a proportionate last resort, taking account of reasonable adjustments and the High Springers Behaviour Management Policy.

12. Bullying Involving Adults

Bullying, intimidation, harassment, discrimination or humiliation by staff, parents, coaches or visitors is unacceptable. Reports may need handling under safeguarding, disciplinary, grievance, equality or complaints procedures.

Allegations against adults in positions of trust that may meet safeguarding thresholds must be referred appropriately rather than treated solely as workplace or behaviour matters.

13. Online Bullying

Bullying through messages, social media or online groups will be addressed where it affects club members, staff or activities. This policy operates alongside the High Springers Social Media, Photography & Digital Communications Policy. Preserve relevant evidence safely, do not circulate harmful content and escalate safeguarding or criminal concerns promptly.

14. Confidentiality and Records

Concerns and subsequent actions must be recorded accurately, with dates, people involved, relevant communications, measures taken and follow-up outcomes. Records are held securely with access limited to authorised people who need the information.

Confidentiality must not prevent lawful and necessary safeguarding referrals. Information must be managed in accordance with the club's Confidentiality & GDPR Policy.

15. Safeguarding and External Referrals

Where bullying may involve abuse, sexual harm, serious threats, exploitation, discrimination or criminal conduct, the club will follow its Safeguarding and Child Protection Policy and current British Gymnastics regulations. Referrals to children's services, police or other agencies may be necessary.

British Gymnastics Welfare & Safe Sport: welfareandsafesport@british-gymnastics.org | 0345 129 7129. Call 999 where someone is in immediate danger.

16. Roles and Responsibilities

- Club Manager: oversee implementation, appropriate responses, training and policy review.
- Club Welfare Officer: advise on safeguarding, support reporting and referrals.
- Coaches and staff: model respect, supervise effectively, intervene and report concerns.
- Parents and guardians: encourage respectful conduct and raise concerns appropriately.
- Members: treat others with kindness and seek help when experiencing or witnessing bullying.

17. Related Policies and Guidance

- High Springers Safeguarding & Child Protection Policy.
- High Springers Behaviour Management Policy.
- High Springers Equality, Diversity & Inclusion arrangements.
- High Springers Social Media, Photography & Digital Communications Policy.
- High Springers Confidentiality & GDPR Policy.
- High Springers Staff Code of Conduct, Complaints and Disciplinary Procedures.
- British Gymnastics Safe Environment guidance and current Safeguarding and Disciplinary Regulations: <https://www.british-gymnastics.org/safe-and-fair-sport/policies-procedures>

18. Review and Approval

This policy will be reviewed annually or sooner following serious incidents, changes to legislation or British Gymnastics guidance, or relevant changes to club operations.

Approved by: Charlotte M L Canniford

Position: Club Manager

Date: Friday 23rd October 2026

Next review: October 2027