



Welfare Policies

Anti Bullying Policy

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

Shepton Mallet 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 always show respect and understanding for the safety and welfare of others. Therefore, we promote openness at all time and encourage everyone 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.

Shepton Mallet Gymnastics will

- Educate all members on the symptoms that may indicate someone has become a victim of bullying.
- Promote a zero tolerance on bullying.
- Always promote an open environment.
- 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 someone for "telling".
- Have discussions with coaches, gymnasts and other club officials about bullying and why it matters.
- Ensure all adults within the club are aware of the signs and symptoms of bullying.

All cases of bullying will be dealt with in accordance with the Shepton Mallet Gymnasts Complaints procedures.

Child Protection Policy

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

Shepton Mallet Gymnastics will ensure:

- All staff will comply with agreed Shepton Mallet Gymnastics and British Gymnastics Codes of Conduct and good practice.
- There are policies for discipline, equity, complaints and anti-bullying in place.
- Situations where child abuse can occur are avoided where possible.
- Two responsible adults will always be present during training.
- An open-door policy is always in place.
- There is a Welfare Officer appointed, trained according to BG guidelines.
- All coaches are appropriately trained and have attended appropriate BG child protection courses.
- All coaches are suitably screened according to current practice.
- British Gymnastics procedures are followed in any case of child abuse.
- All accidents and incidents are recorded and monitored.
- The British Gymnastic video/photography policy is adhered to.
- All British Gymnastic Health and Safety and Welfare guidelines are followed.

Equity Policy

Shepton Mallet 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 Shepton Mallet Gymnasts Complaints procedures.

British Gymnastics Child Protection & Equity Policies

(Copies of these documents can be seen on request)