

East Surrey Acrobatics Limited

Anti-Bullying Policy

Zero tolerance of bullying in all its forms

Date: May 2026

Review Date: May 2027

Company Number: 17056364

Organisation	East Surrey Acrobatics Limited
Company Number	17056364
Director	Lucy Tozer
Welfare Officer	Emma Richards
Contact	eastsurreyacrobatics@hotmail.com
Adopted	May 2026
Review Date	May 2027

1. Our Position

East Surrey Acrobatics Limited has a zero tolerance policy for bullying of any kind. We are committed to providing a safe, friendly and inclusive environment where every gymnast, coach, parent and volunteer is treated with respect and dignity.

Bullying of any kind is unacceptable at ESA — whether it takes place at our venues, at competitions or events, or online.

2. What is Bullying?

Bullying is behaviour that is deliberately hurtful, repeated over time, and where it is difficult for those being bullied to defend themselves. It can take many forms including:

- Physical — hitting, kicking, pushing or any form of physical aggression
- Verbal — name calling, teasing, threatening, spreading rumours, humiliation
- Emotional — excluding, ignoring, tormenting, or manipulating others
- Cyberbullying — bullying through social media, messaging apps or online platforms
- Racial, religious or homophobic bullying
- Bullying related to appearance, ability, disability or body image

Poor coaching practice that singles out, belittles or persistently pressures a gymnast also falls within the scope of this policy.

3. Responsibilities

The Club

- Take all reports of bullying seriously and investigate promptly
- Support anyone who has experienced bullying
- Take appropriate action against anyone found to have bullied others
- Promote a culture of respect and inclusion at all times

Coaches and Staff

- Model positive, respectful behaviour at all times
- Challenge and report any bullying behaviour they witness
- Never use intimidation, humiliation or excessive pressure as a coaching tool

Parents and Guardians

- Support the club's anti-bullying approach
- Encourage their child to report bullying and reassure them it is the right thing to do
- Report concerns to the Welfare Officer rather than confronting other gymnasts or parents directly

Gymnasts

- Treat others with respect at all times
- Report bullying to a coach or the Welfare Officer
- Support others who are being bullied

4. Reporting Bullying

Anyone who experiences or witnesses bullying should report it to:

- Welfare Officer: Emma Richards — eastsurreyacrobatics@hotmail.com
- Director: Lucy Tozer — eastsurreyacrobatics@hotmail.com

Reports can be made verbally or in writing. All reports will be treated seriously and confidentially.

5. What Happens Next

When a report is received, ESA will:

1. Speak to the person making the report and listen carefully
2. Speak to the person accused of bullying
3. Speak to any witnesses
4. Agree a course of action — this may include a warning, suspension or in serious cases removal from the club
5. Follow up to ensure the bullying has stopped

Serious or persistent bullying may be referred to British Gymnastics or, where criminal behaviour is involved, to the police.

6. Review

This policy will be reviewed annually. Next review: May 2027.