 Prime Acrobatics	Anti-Bullying / Cyberbullying Policy	
	Version Date:	18-July-2025
	Version:	5
	Responsibility:	Chris Bowler

1. Statement of Intent

Prime Acrobatics is committed to providing a caring, friendly, and safe environment for all our members. Bullying of any kind is unacceptable at any of our centres. We believe it is important that participants, coaches, administrators, parents/carers, and anybody directly related to the centre, should, at all times, show respect and understanding for the welfare of others. Our Anti-Bullying / Cyberbullying 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.

If bullying does occur, members should be able to tell someone and know that incidents will be investigated and dealt with effectively with those involved receiving the support they need. We are a transparent acrobatic centre. This means that **anyone** who knows that bullying is happening is expected to tell staff and/or one of our Welfare Officers.

This policy applies to anyone working on behalf of Prime Acrobatics including the Director, Senior Management team, paid staff members, volunteers, agency staff and students. Separate documents that relate to this policy include:

- Social media policy for staff members under the age of 18
- Social media policy for staff members 18+
- Social media policy for staff managing Prime Acrobatics' online presence
- Communications Policy

This document has been created based on legislation, policy and guidance that seeks to protect children in the United Kingdom. The NSPCC website provides a summary of the key legislation and guidance on:

- Bullying and Cyberbullying - <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying-cyberbullying>
- Online Abuse - <https://learning.nspcc.org.uk/online-safety/preventing-online-abuse-and-harm>
- Child Protection in each nation of the UK - <https://learning.nspcc.org.uk/child-protection-system>


Note: the terms 'child' or 'children' apply to anyone under the age of 18. The terms 'parent' or 'carer' applies to anyone with guardianship, caring and parental responsibility for the child. The term 'staff' applies to staff members and volunteers.

2. Objectives of this Policy

- Any form of bullying will not be tolerated.
- All officials, coaching and non-coaching staff, volunteers, children, and parents/carers should understand what bullying is.
- All officials, coaching and non-coaching staff, and volunteers should know what Prime Acrobatics' policy is on bullying and follow this quickly and efficiently when bullying is reported.
- All participants and parents/carers should know what Prime Acrobatics policy is on bullying, and what they should do if any form of bullying arises.

3. What is bullying?

Bullying can be:

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- Emotional; being unfriendly, excluding or tormenting.
- Verbal; name calling, sarcasm, spreading rumours or teasing.
- Physical; any use of violence or inappropriate touching.
- Racist; racial taunts, graffiti, or gestures.
- Sexual; unwanted physical contact or abusive / inappropriate comments.
- Mobile threats text messaging and calls including different applications to enable messaging.
- Cyber – see below.

However, certain isolated incidents - particularly those that are serious, harmful or targeted – may also be considered bullying depending on their nature and impact if they meet one or more of the following criteria:

- They are particularly severe or harmful.
- They contain discriminatory, threatening, or targeted language.
- They create an unsafe, hostile, or offensive environment for the individual.

4. What is Cyberbullying?

Cyberbullying / online bullying can be:


- Excluding a child 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 networking websites, chat rooms or online games.
- Voting for or against someone in an abusive poll.
- Setting up hate sites or groups about a particular child.
- Creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.
- 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.

5. Why is it important to respond to bullying?

The impact of bullying and cyberbullying can be colossal, resulting in an individual feeling sad, depressive, anxious, experiencing low self-esteem or social isolation and even wanting to self-harm.

Indicators that a child or staff member could be experiencing bullying or cyberbullying could include:

- Being reluctant to go to school, college or work
- Being distressed or anxious
- Losing confidence and becoming withdrawn
- Having problems eating and / or sleeping
- Having unexplained injuries
- Changes in appearance
- Changes in performance and / or behaviour

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- Adults may notice that a child isn't spending time with their usual group of friends, has become isolated or that other children's behaviour towards a child has changed.

Nobody deserves to be a victim of bullying; everybody has the right to be treated with respect. As an acrobatic centre, we take bullying seriously and will respond to allegations with a consistent approach. Bullying that occurs repeatedly and can be substantiated with credible evidence – such as written communication, digital records, or witness statements – will be addressed promptly. This includes:

- Patterns of exclusion or social isolation.
- Ongoing verbal harassment or insults.
- Recurring misuse of power to intimidate or undermine someone.

When responding to incidents or allegations of bullying, it is important for staff members and volunteers to:

- Listen to all the participants involved to establish what has happened.
- Record details of the incident and any actions taken.
- Report bullying incidents to the Welfare Officer or a member of the management team.
- If applicable, parents/carers should be informed and will be asked to come to a meeting to discuss the problem.
- The bullying behaviour or threats of bullying must be investigated and stopped.
- Provide support to the participant/s being bullied, participants who witnessed the bullying and the participant/s who have been accused of bullying.
- Ask the participant/s who have been bullied what they would like to happen next.


When responding to incidents or allegations of cyberbullying, it is important for staff members and volunteers to:

- Make sure the participant/s know not to retaliate online or reply to any bullying messages.
- Make sure the participant/s understand how they can take steps to prevent online bullying from happening again, e.g. changing their contact details, blocking contacts or leaving a chat room.
- Ask the child if they have shared the bullying content with anyone else (if so, who?)
- If bullying content has been circulated online, take action to contain it; if appropriate, ask the person responsible to remove the content.

All individuals are encouraged to report suspected bullying. Reports will be handled confidentially and investigated fairly. Consequences for those found in breach of this policy will vary depending on the severity, nature of the behaviour and the balance of probability.

If the content is illegal, contact the police who can give advice and guidance. Information related to sexting can be found in the Communication Policy.

Any questions or queries regarding the content of this policy should be sent to our welfare team: welfare@primeacrobatics.com

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Date	Summary of changes	Signed
May 2023	Update of information and spelling mistakes. Addition of welfare email address.	C.Brown
July 2024	None	C.Brown
September 2024	Refresh of policy to include Cyberbullying. Addition of policy statement, related documents and NSPCC learning website links. Addition of 'What is Cyberbullying' section and the signs and indicators that an individual could be experiencing bullying or cyberbullying. Updates to responding to bullying and the addition of responding to cyberbullying.	C.Parks
June 2025	Addition: Isolated comments and persistent evidence-based situations.	C.Parks
July 2025	Changed responsibility for document to Chris Bowler.	C.Bowler