



Anti-Bullying Policy

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim. Bullying can be:

- ◆ Emotional: being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting (e.g. hiding football boots/shin guards, threatening gestures)
- ◆ Physical: pushing, kicking, hitting, punching or any use of violence
- ◆ Racist: racial taunts, graffiti, gestures
- ◆ Sexual: unwanted physical contact or sexually abusive comments
- ◆ Homophobic: because of, or focussing on the issue of sexuality
- ◆ Verbal: name-calling, sarcasm, spreading rumours, teasing.

Why is it Important to Respond to Bullying?

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

Individuals who are bullying need to learn different ways of behaving.

This club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

All club members, coaches, officials and parents/carers should have an understanding of what bullying is/

All club members, officials and coaching staff should know what the club policy is on bullying, and follow it when bullying is reported.

All players and parents/carers should know what the club policy is on bullying, and what they should do if bullying arises.

As a club we take bullying seriously. Players and parents/carers should be assured that they would be supported when bullying is reported.

- ◆ Bullying will not be tolerated
- ◆ All club members, coaches, officials and parents/carers should have an appreciation of the signs and indicators of bullying.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* club. This means that anyone who knows that bullying is happening is expected to tell the club welfare officer or any committee member. See the 'Club Contact' page of our web site for details.

Club Action

If the club decides it is appropriate for us to deal with the situation we will follow the procedure outlined below.

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem
2. If this fails or is not appropriate a small panel (made up from chairman, club welfare officer, secretary, committee members) will meet with the parents/carers and child alleging bullying to get details of the allegation. Minutes will be taken for clarity, which should be agreed by all as a true account



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3. The same persons will meet with the alleged bully and parents/carers and put the incident raised to them to answer and give their view of the allegation. Minutes will again be taken and agreed
4. If bullying has in our view taken place, the individual will be warned and put on notice of further action, i.e. temporary or permanent suspension if the bullying continues. Consideration will be given as to whether a reconciliation meeting between parties is appropriate at this time
5. In some cases the parent/carers of the bully or bullied player will be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee will monitor the situation for a given period to ensure the bullying is not being repeated
6. All coaches involved with both individuals will be made aware of the concerns and outcome of the process i.e. the warning.

In the Case of Adults Reported to be Bullying Anyone Within the Club Under 18

1. The CFA CPO will always be informed and will advise on action to be taken where appropriate
2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, The FA's Child Protection and Best Practice awareness training may be recommended

3. More serious cases may be referred to the Police and/or Social Services.

Prevention

- ◆ The club's code of conducts includes details of what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part
- ◆ All club members and parents will sign to accept the code of conducts upon joining the club
- ◆ The club welfare officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

This policy is based on guidance provided to schools by KIDSCAPE.

KIDSCAPE is a voluntary organisation committed to help prevent child bullying.

KIDSCAPE can be contacted on 0207 730 3300 or you can access their website via www.kidscape.org.uk

You may also wish to access www.bullying.co.uk, another website designed to give advice and guidance to parents and children who are faced with dealing with bullying.

We would like to thank the ASA who have shared their Anti-Bullying Policy for Clubs on which this recommended FA Club Anti-Bullying Policy has been developed.