



ALLEXTION & NEW PARKS FOOTBALL CLUB



**CHARTER STANDARD
COMMUNITY CLUB**

ANTI-BULLYING POLICY

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Allextion & New Parks Football Club

ANTI-BULLYING POLICY

Statement of Intent

We are committed to providing a caring, friendly, and safe environment for all involved with our Club so everyone 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 be confident that incidents will be dealt with promptly and effectively.

We are a **TELLING** club. This means that if anyone knows bullying is happening, they are expected to **tell the Club Safeguarding Officer or any Trustee**. This club is committed to playing its part in teaching players of all ages to treat each other with respect.

Why is it important for Allextion & New Parks Football Club to have a strong anti-bullying policy?

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 should understand 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 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 should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.

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.
- Sexual - unwanted physical contact or sexually abusive comments.
- Discrimination - racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people, sexist comments.
- Verbal - name-calling, sarcasm, spreading rumours, teasing.

Cyberbullying:

This is when a person uses technology i.e., mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and bystanders can easily become bullies themselves by forwarding the information on. There is a growing trend of bullying occurring online or via texts – bullies no longer rely on being physically near to the young person.

Allextion & New Parks Football Club commits to ensure our website(s) and/or social networking pages, are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

Signs and Indicators:

A child may indicate by signs or behaviour that he or she is being bullied.

Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied
- is unwilling to go to club events, training sessions or matches
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training equipment damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above.

In more extreme cases:

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive, or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Bullying, because of any form of discrimination:

bullying can be motivated by a prejudice against certain people or groups of people. This may be because of their:

- gender,
- age,
- race,
- nationality,
- ethnic origin,
- religion or belief,
- sexual orientation,
- gender reassignment,
- disability
- ability.

Generally, these forms of bullying look like other sorts of bullying, but it can include:

- derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men.
- Verbal Abuse.
- black, Asian, and ethnic minority people are not as capable as white people.
- As an example, spreading rumours that someone is gay, suggesting that someone is inferior.
- Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental, or emotional developmental delay.
- Referring to someone by the colour of their skin, rather than their name.
- using nicknames that have racial connotations.
- isolating someone because they come from another country or social background etc.

Physical abuse: including: —

- hitting,
- punching,
- kicking,
- sexual assault,
- threatening behaviour.

Cyberbullying: including —

- using online spaces to spread rumours about someone or exclude them.
- It can also be text messaging, including video and picture messaging.

Discrimination:

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause both women and men of various ethnic groups or disabilities, sexual orientation, or people who follow specific religions or beliefs, to feel excluded, isolated or undervalued.

All Players, coaches, parents, members of Allexton & New Parks Football Club must understand that discriminatory language and behaviour will not be tolerated in this club.

If an incident occurs:

- members should be informed that discriminatory language is offensive and will not be tolerated.
- If a member continues to make discriminatory remarks, explain in detail the effects that discrimination and bullying has on people.
- If it is a young person making the remarks their parents should be informed just as in any breach of the clubs Code of Conduct and this Anti-Bullying policy.
- If a member makes persistent remarks, they should be removed from the training session or matches. In line with managing challenging behaviour, the Club Safeguarding Officer or Club Officials shall talk to them in more detail about why their comments or actions are unacceptable.
- If the problem persists, the member should be made to understand the sanctions that will apply if they continue to use discriminatory language or behaviour.
- parents/carers will be invited to the club to discuss the attitudes of the youth member in line with the procedures detailed in this policy.

Procedures:

1. Report bullying incidents to the Club Safeguarding Officer or a Trustee.
2. In cases of serious bullying, the incidents will be referred to the County FA Welfare Officer for advice and possibly to The FA Case Management Team.
3. Parents should be informed and will be asked to come into a meeting to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

Recommended club action:

If the club decides it is appropriate for it to deal with the situation, they should follow the procedure outlined below:

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1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate a panel (made up from the Trustees) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. The same Group should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e., temporary, or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases, the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period of time to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should 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 years of age:

1. The County Welfare Officer should always be informed and will advise on action to be taken where appropriate; this may include action by The FA Safeguarding Team.
2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or, The FA's Safeguarding Children Education Programme may be recommended.
3. More serious cases may be referred to the Police and/or Children's Social Care.

References:

This policy is based on guidance provided by KIDSCAPE, a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on 02077 303300 or you can access their website via www.kidscape.org.uk

You may also wish to access any of the following websites designed to give advice and guidance to parents and children who are faced with dealing with bullying:

Guidance for parents/carers:

1. The Club Safeguarding 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.
2. All club members will sign to accept the constitution and the rules of the football club, upon joining the club.
3. The club has a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.

Prevention:

- www.anti-bullyingalliance.org.uk/
- www.bullying.co.uk/