



CHARTER STANDARD
COMMUNITY CLUB

ANTI-BULLYING POLICY

Statement of Intent: We are committed to providing a caring, friendly and safe environment for all of our members so that all members 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 and parents should be able to tell someone and know that all 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, any committee member or their football coach/member. West Bridgford Colts is committed to playing its part to teach players to treat each other with respect.

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

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.

Cyber-bullying: 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 for bullying to occur online or via texts - bullies no longer rely on being physically near to the young person.

West Bridgford Colts commits to ensure our website 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.

Why is it important to respond to bullying?

Bullying hurts and 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.





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West Bridgford Colts has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

All club members, coaches, officials and parents 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 should also know what the club policy is and be confident that West Bridgford Colts will respond efficiently and effectively.

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

Bullying will not be tolerated.

Signs and Indicators

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be able to recognise the signs of bullying and should investigate if a child shows any of the signs:

- Says he or she is being bullied
- Is unwilling to go to club sessions
- 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





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- 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 must be investigated.

Bullying as a result of any form of discrimination occurs when bullying is 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 or ability. Generally, these forms of bullying look like other sorts of bullying, but in particular it can include:

Verbal abuse: derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men, or that black, Asian and ethnic minority people are not as capable as white people; spreading rumours that someone is gay, suggesting that something is inferior and so they are “gay”. For example, “you’re so gay boy!” or “those trainers are so gay” 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 and threatening behaviour.

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

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated or undervalued. Ensure that club members know that discriminatory language and behaviour will not be tolerated in this club.

If an incident occurs, members should be informed that discriminatory language is an offence and will not be tolerated. If a member continues to make discriminatory remarks, it must be explained to them by other member/s present the effects that discrimination and bullying has on people. If it is a young person making the remark their parents should be informed just as in any breach of the Club’s Code of Conduct and this Anti-Bullying policy.





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If a member makes persistent remarks, the Coach/Manager has the right to remove the person from the training setting or match venue, in line with managing challenging behaviour. The Club Welfare Officer must be informed and she/he will talk to the member in more detail about why their comments 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.

We will consider inviting the parents/carers to the club to discuss the attitudes of the youth member in line with the procedures detailed in this policy.

PROCEDURES

1. All members, including players and/or parents should report bullying incidents to the Club Welfare Officer.
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 of the alleged bully will 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 will be investigated and the bullying stopped quickly.
6. The Club will work with the person accused of bullying in order to look at and change behaviour patterns.
7. If mediation fails and the bullying is seen to continue, the Club will initiate disciplinary action under the constitution.

RECOMMENDED CLUB ACTION:

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

1. In the first instance reconciliation will be considered by facilitating an informal meeting of all parties and Club Welfare Officer. It maybe that a genuine apology resolves the problem.
2. If this fails or is not appropriate a panel of 3 (made up from Chairman, Club Welfare Officer, Secretary, Committee members) 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 3 persons will 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 will be taken and agreed.





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4. If bullying has, in their opinion, 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 more formal reconciliation meeting between parties is appropriate.
5. In some cases the parent of the bully or bullied player will be asked to attend training sessions, if considered appropriate. The Club Welfare Officer will monitor the situation for a given period to ensure the bullying is not repeated.
6. All coaches involved with both individuals will be kept involved and informed 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 old

1. The County Welfare Officer will 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 coach, The FA's Safeguarding Children Education Programme may be recommended.
3. More serious cases will be referred to the Police and/or Children's Social Care.

PREVENTION:

The Club has a written constitution, which outlines what is acceptable and proper behaviour for all members for which the anti-bullying policy is one part.

All club members and parents will be asked to sign to accept the Constitution upon joining the club and annually. Method to be confirmed. 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 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 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
www.anti-bullyingalliance.org.uk/
www.stoptextbully.com
www.beatbullying.org.uk
www.stonewall.org.uk
www.bullying.co.uk

Guidance for young people
www.youngstonewall.org.uk/
www.cybermentors.org.uk
www.childline.org.uk

We would like to thank the ASA who have shared their Anti Bullying Policy for Clubs and to Stonewall's guidance from which this recommended FA Club Anti Bullying Policy has been developed.

