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## Anti-bullying Policy

Rawmarsh St Joseph's JFC is committed to providing a caring, friendly and safe environment for all 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/guardians 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 Child Welfare Officer or any Committee Member.

### 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: -

- a) Emotional – being unfriendly, excluding, tormenting or threatening
- b) Physical – pushing, kicking, hitting or any use of violence
- c) Racist – racial taunts or gestures
- d) Sexual – unwanted physical contact or sexually abusive comments
- e) Homophobic – because of, or focusing on the issue of sexuality
- f) 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 conducting oneself. This club has a responsibility to respond promptly and effectively to issues of bullying.

### Our Procedures

1. Report bullying incidents to the Club Child Welfare Officer or Club Official, or contact the County FA Welfare Officer (CFA WO)
2. In cases of serious bullying incidents will be referred to the CFA WO for advice, possibly to the FA Case Management System
3. Parents/guardians will be informed and asked to attend a meeting to discuss the problem. If necessary and appropriate the Police will be consulted
5. The bullying will be investigated and stopped quickly
6. Attempts will be made to help the bully change their behaviour
7. If mediation fails and the bullying is seen to continue the Club will initiate disciplinary action under the Club constitution

### In the case of adults reported to be bullying anyone

The County FA Welfare Officer will be informed and will advise on action to be taken where appropriate.

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. More serious cases may be referred to the Police and/or Children's Services.

### Recommended Club Action

If the club decides it is appropriate for them to deal with the situation, they should

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follow the procedure outlined below:

Reconciliation by getting the parties together. It may be that a genuine apology solves the problem. If this fails/not appropriate a small panel (made up from Chairman, Club Welfare Officer, Secretary, committee members) should meet with the parent/guardian 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.

The same three persons should meet with the alleged bully and parent/guardians and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed. 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. In some cases, the parent/guardian of the bully or bullied player can be asked to attend training sessions, if they can do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated

All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

### **Useful Websites**

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

[www.stoptextbully.com](http://www.stoptextbully.com)

[www.bullying.co.uk](http://www.bullying.co.uk)