



Clifton All Whites Anti Bullying Policy

Statement of intent:

We are committed to providing and caring, friendly and safe environment for our entire 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.

Bullying is the use of aggression with intent 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 and 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.

Clifton All Whites Football Club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this policy:

- ❖ All club members, managers, coaches officials and parents should have an understanding of what bullying is.
- ❖ All club members, managers, officials and coaching staff should know what the 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.

Procedures:

- ❖ Report bullying incidents to the club welfare officer or a member of the clubs committee or contact the County FA welfare officer.
- ❖ In cases of serious bullying, the incident will be reported to the County FA welfare officer for advice and possibly to the FA Case management Team.
- ❖ Parents should be informed and will be asked to come in to a meeting to discuss the problem.
- ❖ If necessary and appropriate, the police will be consulted.
- ❖ The bullying behaviour or effects or bullying must be investigated and the bullying stopped quickly.
- ❖ An attempt will be made to help the bully (bullies) change their behaviour.
- ❖ If mediation fails and the bullying is seen to continue the club will initiate disciplinary under the club constitution.

15.07.2009