

**Portishead Town Football Club
Youth & Mini Anti-Bullying Policy**

1. DEFINITION OF BULLYING

- (1) Bullying is not easy to define and can take many forms but normally takes place over a period of time.
- (2) There are three main types of bullying behaviour:-
 - (1) physical;
 - (2) verbal;
 - (3) emotional.
- (3) Bullying always has the following characteristics:-
 - (1) deliberate hostility and aggression towards the victim;
 - (2) a victim who is weaker or less powerful than the bully;
 - (3) the victim becomes distressed and is subjected to pain.
- (4) Examples of bullying include (but not exclusively):-
 - (1) all forms of violence;
 - (2) sarcasm, spreading of rumours, teasing, tormenting, ridicule or humiliation;
 - (3) racial taunting;
 - (4) sexually inappropriate/abusive or offensive comments and often unwanted physical contact;
 - (5) obscene or offensive gestures;
 - (6) graffiti or other written material calculated to torment, ridicule or humiliate in any way.

2. THE CLUB'S POLICY ON BULLYING

- (1) The Club, through its Managers or other Officials will not tolerate bullying in any form whatsoever and should any Player, Parent or Official be found to have engaged in such activity the Club may impose such sanction as it sees fit which may include a suspension from training and/or matches for all periods as the Club sees fit or permanent exclusion from the Club.
- (2) The Player, Parents or Officials shall have the right of appeal to the Club Chairman by way of written notice within 14 days of the notification of the exclusion.
- (3) Additional remedies/sanctions available will include:-
 - (1) requiring an apology;
 - (2) informing Parents, if appropriate;
 - (3) require return of personal possessions to their rightful owner;
 - (4) require compensation to be made to the victim.

3. OPERATION OF THE ANTI BULLYING POLICY

- (1) Upon the Club becoming aware of the problem it will:-
 - (1) take the problem seriously and use best endeavours to investigate;
 - (2) talk to the alleged bully and victim separately;
 - (3) talk to any others who may be able to provide relevant information regarding the problem;
 - (4) make a decision as to how the matter should be disposed of in a fair and unbiased way, taking into account all the information gained in steps 3.(1) (1) to 3.(1) (3) above.
- (2) The above procedure should be commenced within 7 days of the problem becoming evident.

4. PUBLICATION OF THE ANTI BULLYING POLICY

Everybody within the Club (Club Members, Officials, Managers and Parents) should be given a copy of this policy and asked to complete and return the Declaration.

DECLARATION

I agree with and subscribe to the Club’s anti-bullying policy and accept my responsibility in ensuring that so far as it is possible, the terms and aims are met. I also confirm that I am fully aware of the sanctions available to the Club and/or Managers for breaches of this policy.

Signature

Name & Address

..... (Parent/Guardian)

..... (Parent/Guardian)

..... (Player)

..... (Date)