



## Marston Green Football Club Anti-Bullying Policy

### Bullying

We are committed to providing a caring, friendly and safe environment for all of our players 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.

MARSTON GREEN FOOTBALL CLUB acknowledges and endorses The FA's identification of bullying as a category of abuse. Incidents need to be reported to the CWOs and in cases of serious bullying the CFA Designated Safeguarding Officer may be contacted.

### 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** comments, jokes about disabled people, sexist comments.
- **VERBAL** name-calling, sarcasm, spreading rumours, teasing.
- **TROLLING**, posting deliberately offensive comments on people's social media pages aimed at causing upset and distress. This type of behaviour could result in legal action.
- **CYBERBULLYING**, using 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.

### 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 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- becomes withdrawn anxious, or lacking in confidence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.



## **Marston Green Football Club Anti-Bullying Policy**

### **Objectives of this Policy**

All club Members / coaches should have an understanding of what bullying is and what our club policy is on bullying and ensure to 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.

### **Our Commitment**

MARSTON GREEN FOOTBALL CLUB commits to ensure our website and/ or social networking pages are being used appropriately and any online bullying will be dealt with swiftly.

We will respond to Bullying because Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

### **Procedures**

1. Report Bullying to our CWOs or a member of the clubs committee.
2. In cases of serious bullying, the incidents will be referred to The FA Case Management Team.
3. Parents should be informed and will be asked to attend 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 by the FA**

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

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate a small panel (made up from Chairman, Club Secretary, CWOs or 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 three persons 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 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.



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### In the case of adults reported to be anyone within the club under 18

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 regarding a coach or manger, 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.

Our Child Welfare Officers contact details:

Rachel Keating – Lead Welfare Officer	07795 387436
Dawn Taylor – Assistant Welfare Officer	07786 175147
Katie Banks – Assistant Welfare Officer	07388 778182

Guidance for parents/carers can be found at:	Guidance for young people can be found at:
<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>	<a href="http://www.youngstonewall.org.uk">www.youngstonewall.org.uk</a>
<a href="http://www.stonewall.org.uk">www.stonewall.org.uk</a>	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>	

The FA's full Anti-Bullying Policy can be found at [thefa.com/football-rules-governance](http://thefa.com/football-rules-governance)