

SAINTS SOUTHWEST

ANTI BULLYING POLICY



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Saints Southwest are committed to providing a caring, friendly and safe environment for all our members, so they can participate in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Football Club. If bullying does occur, all children and parents/carers should be able to tell anyone at Saints Southwest about this and know that incidents will be dealt with promptly and effectively by Saints Southwest... We are a TELLING organisation. This means that anyone who knows that bullying is happening is expected to tell the Saints Southwest Welfare Officer or any Saints Southwest staff member. Saints Southwest is committed to playing its part to teach young people 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 comments, jokes about disabled people, sexist comments,
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyberbullying: The misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

Examples of cyberbullying include:

- Abusive comments, rumours, gossip and threats made using digital communications and/ or technologies - this includes internet trolling.
- Sharing pictures, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation.
- Hacking into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person.
- Creating dedicated websites that intend to harm, make fun of someone or spread malicious rumours.
- Pressuring someone to do something they do not want to such as sending sexually explicit images

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Saints Southwest commits to ensuring our digital platforms are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

People can be targeted for any reason, but people who bully others often target 'difference' and bullying can be a form of wider discrimination. For example, bullying behaviour may be:

- **Racist:** Targeted at ethnicity, skin colour, and language, religious or cultural practices.
- **Homophobic, biphobic and/or transphobic:** Targeted at actual or perceived sexuality and/or gender.
- **Sexual and/or sexist:** Sexual and/or sexist behaviour that is intended to cause offence, humiliation or intimidation.
- **Disablist:** Targeted at an impairment or special educational need.
- **Targeting any 'difference':** Bullying behaviour can also be targeted at 'looks', weight and height, the colour of hair, wearing glasses or braces, acne, psoriasis and eczema, scars, marks or conditions of the face or body, body odour, poverty, gifts and talents or family situation (e.g. divorce, bereavement, homelessness)

Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Individuals who are bullying need to learn different ways of behaving. Saints Southwest recognises its responsibility to respond promptly and effectively to issues of bullying.

This policy is based on guidance provided by KIDSCAPE, a voluntary organisation committed to helping prevent child bullying. KIDSCAPE provides advice for parents/carers and children.

They can be contacted on 020 7823 5430 their line is open Monday to Thursday 9am - 1pm, or you can access their website via www.kidscape.org.uk

Guidance for parents/carers www.anti-bullyingalliance.org.uk/ www.stoptextbully.com www.stonewall.org.uk www.bullying.co.uk

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

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PROCEDURES

- Report bullying incidents to the Club Welfare Officer or a Saints Southwest member of staff
- In cases of serious bullying, the incidents will be referred to the County FA Designated Safeguarding Officer for advice and possibly to The FA Case Management Team.
- Parents/carers 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 threats of 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 action under the club constitution

RECOMMENDED ACTION

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

- Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
- If this fails/is not appropriate, a small panel (composed from the Directors, Saints Southwest Welfare Officer, Secretary, support staff members) should meet with the parent/carer 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/carer and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
- If the 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/carer of the bully or bullied player can be asked to attend sessions, if they are able to do so, and if appropriate. Saints Southwest staff will monitor the situation for a given period to ensure the bullying is not being repeated.
- All other Saints Southwest staff members 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 BULLYING ANYONE WITHIN THE CLUB UNDER 18.

- The County Designated Safeguarding Officer must be informed and will advise on action to be taken where appropriate. This may include action by The FA Safeguarding Team.
- 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 Social Care.

PREVENTION

- The club will have a written constitution, which includes what is acceptable and proper behaviour for all members, of which the Anti-Bullying Policy is one part.
- All Saints Southwest participants and parents/carers will sign to accept the constitution upon joining the programmes.
- The Saints Southwest 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.