



# Stotfold Junior Football Club

Serving the local community since 1976



## Anti-Bullying Policy & Procedure

Stotfold Junior Football Club is committed to providing a caring, friendly, and a safe environment to allow football to be played and enjoyed by all.

Bullying of any kind is totally unacceptable and if it does occur all club members or parents should be able to report the incident in the confidence it will be dealt with by the club in a prompt and professional manner.

We are a 'Telling Club', this means that anyone who is aware of bullying taking place shall report such offences to the Child Welfare Officer or Club official.

### What is bullying?

Is the use of aggression with the intention of hurting another person this may be by an adult towards a child or peer on peer abuse. 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;
- Discriminatory comments, jokes about or targeted abuse aimed towards disabled children, homophobic, transphobic, sexist, gendered, racist or faith-based comments;
- Verbal name-calling, sarcasm, spreading rumours, teasing.

Individuals who are bullying need to learn different ways of behaving. The impact of bullying on a child or a young person can be devastating, and in some cases, it can affect all aspects of their life. In very extreme cases it can lead to suicide threats or even attempts.

Stotfold Junior Football Club has a responsibility to respond promptly and effectively to bullying. We aim to achieve this by ensuring –

- All club members, coaches and officials should familiarise themselves with the content of this policy.
- All club members, coaches, officials, and parents / carers should understand what bullying is.
- All club members, coaches, officials, and parents / carers must report bullying in accordance with club guidelines.
- Players, parents / carers are supported when bullying is reported.
- Bullying in any format will not be tolerated.

### Signs and indications of bullying

A child may indicate by signs of behaviour that he / she is being bullied. Adults, coaches, all members of the club should be aware of the following signs:

- If he / she says they are bullied
- Is unwilling to go to training / games.
- Becomes anxious, withdrawn or lacking in confidence.
- Feels ill before training sessions.
- Comes home with belongings torn or equipment missing.
- Has possessions go missing regularly.
- Asks for money or steals money to pay the bully.
- Has unexplained cuts or bruises.
- Is fighting to say what is wrong.

### In more extreme cases

- Starts stammering.
- Cries themselves to sleep / nightmares.
- Becomes disruptive, unreasonable, or aggressive.
- Is bullying others, siblings.
- Stops eating.



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CHARTER STANDARD  
COMMUNITY CLUB

To support our bullying policy, the Club have developed the following procedural steps to eradicate bullying:

- Report all bullying incidents to the Child Welfare Officer, or a Club official. In cases of serious bullying the incidents will be forward to the FA's Child Welfare Officer for advice, and if required the FA Case Manager.
- Reconciliation - by getting the parties together, it may be a genuine apology solves the problem.
- If this fails or is not appropriate a review panel comprising of the Chairman, the Child Welfare Officer, Secretary, and other Management committee members shall meet with the parents / carers and the child alleging the bullying to obtain the details of the allegation. Minutes of the meeting shall be taken and agreed to be a true account.
- The same panel members shall also meet with the parents / carers and the child accused, to ensure their side of the allegation is also heard. Minutes shall be taken of this meeting and agreed to be a true account.
- If the review panel concludes bullying has taken place the parents / carer will be notified, and corrective steps will be agreed with the parents / carer to attempt to modify the child's behaviour.
- Where necessary the parent / carer of the bullied and the bully maybe requested to attend training sessions and matches until further notice.
- The relevant managers/coaches will be made aware of the incident and asked to be extra vigilant of all involved to ensure the correct behaviours are being observed.
- If no change is seen and the bullying continues the club will action disciplinary measures.

In the case of an adult reported to be the bully:

- The Child Welfare Officer shall be made aware and advise on action to be taken where appropriate.
- It is anticipated that in most cases where the allegations are made against a team manager, officials, or coach, the FA's Child Protection and best practice awareness training may be recommended.
- More serious cases may be referred to the police and / or child services.