

# SINCLAIR UNITED FC

## *Anti Bullying Policy*

**Revised 21<sup>st</sup> June 2022**

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# ***Sinclair United FC Anti-Bullying Policy***

## **1. Statement of Intent:**

Sinclair United FC are committed to providing a caring, friendly and safe environment for all our members so they can participate in club activities in a relaxed and secure atmosphere. Bullying of any kind is unacceptable and will **not** be tolerated by the club.

If bullying does occur, all club members, players, parents, spectators, coaches and committee members should be able to tell the club and know that incidents will be dealt with in an appropriate and sensitive manner quickly and effectively.

We are a **TELLING** club. This means that anyone who is aware of any bullying, discrimination or threatening behaviour taking place is expected to bring it to the attention of a team official, club welfare officer or committee member immediately.

## **2. Objectives of this Policy:**

- To provide an understanding of what **bullying** is to all club Officials, Coaches, Members, Players, Parents and Spectators.
- All club Officials, Members and Coaching staff should be aware of and understand the club policy with regards to Anti Bullying and know how to act upon and implement the procedures contained within the policy
- All Players, Parents and Spectators should be aware of the club policy on Anti Bullying and know how to report and what to do if bullying arises
- As a club, we take Bullying extremely seriously. All members, players and parents should be assured that they would be fully supported when bullying is reported and the club would act accordingly in line with this policy
- **Bullying will not be tolerated at our club**

## **3. 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 of bullying

Bullying can be:

- **Emotional** being unfriendly, excluding (emotionally and physically), sending hurtful text messages or posting hurtful or inappropriate material on social media sites and tormenting, (e.g. hiding football boots/shin guards etc. and threatening gestures.
- **Physical** including pushing, kicking, hitting, punching or any use of physical violence.

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- ***Racist*** racial taunting, graffiti and racial comments or gestures
- ***Sexual*** unwanted sexual physical contact or sexually abusive and inappropriate sexual comments.
- ***Homophobic*** because of or focusing on the issue of a person's sexuality.
- ***Verbal*** name-calling, sarcasm, spreading rumors or teasing.

#### **4. Why is it important to respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying others need to learn different ways of behaving. Sinclair United FC has a responsibility to respond promptly and effectively to any issues of bullying.

#### **5. Signs and Indicators:**

A child may indicate by signs or behavior 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 lacks usual self confidence
- Complains of illness before club sessions
- Returns home with torn clothes or damaged training equipment
- 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.

#### **In more extreme cases:**

- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or displays unreasonable behavior
- Starts bullying others or siblings

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- Stops eating
- Attempts or threatens suicide or runs away.

These signs and behaviors may indicate other problems, but bullying should be considered a possibility and should be investigated.

### **6. Procedures:**

- i.* All incidents of bullying should be reported to the club welfare officer, a member of the clubs committee or the county FA welfare officer
- ii.* In cases of serious bullying, the incidents will be referred to the county FA welfare officer for advice and possibly to the FA case management team
- iii.* Parents should be informed and will be requested to attend a meeting with the club to discuss the issues
- iv.* If the club deems necessary and appropriate, the Police shall be consulted
- v.* The bullying behaviour or threats of bullying must be investigated and the bullying should be dealt with as soon as is reasonably possible
- vi.* An attempt by the club to help the identified bully to change their behaviour will be made where appropriate
- vii.* If mediation fails and the bullying behaviour continues the club will initiate disciplinary action as set out in the club rules and constitution, and any decision reached by the senior management committee shall be final and binding
- viii.* The club shall reserve the right to suspend or expel any member found to be bullying within our club.

### **7. In the case of Adults reported to be bullying anyone:**

- i.* The county welfare officer shall always be informed and will advise on what action is to be taken by the club where appropriate
- ii.* It shall be anticipated that in most cases where the allegation is made regarding a club official, team manager or coach, the person shall be reminded of the FA's Safeguarding children education programmed and their responsibilities with regards to safeguarding children, and where deemed necessary the club shall reserve the right to suspend the person to undertake further training where required
- iii.* More serious cases may be referred to the Police and/or Children's services.

### **8. Prevention:**

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- i. The club shall have a written constitution, which includes what is deemed acceptable and proper behaviour for all members of which anti-bullying is one part
- ii. All club members and parents shall be expected to sign to accept the club rules and constitution when joining the club
- iii. The club welfare officer will raise awareness about bullying and why it matters, and if issues of bullying arise within the club, and the welfare officer will consider meeting with members to discuss the issues openly and constructively.

### **9. Recommended club action:**

If the club decides it is appropriate for them to deal with the issues arising from bullying the club shall follow the procedure set out below:

- i. Reconciliation by getting all parties involved to resolve the issues. It may be a simple apology solves the problem
- ii. If reconciliation fails or is not appropriate the club Chairperson, Vice Chairperson, Secretary, Treasurer, Welfare officer and Assistant Welfare officer shall meet with the Parent and child alleging the bullying to ascertain the details of the alleged bullying. Minutes of the conversations shall be taken and recorded by the club secretary to clarify and evidence the allegations made
- iii. The club Chairperson, Vice Chairperson, Secretary, Treasurer, Welfare Officer and Assistant Welfare officer shall then meet with the Parent and child accused of the bullying to raise the allegation and incidents of the alleged bullying for alleged bully to give their response to the allegation. Minutes of the conversations shall be taken and recorded by the club Secretary
- iv. If the club decides that bullying has in their view taken place the individual should be warned of future conduct and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration shall be given as to whether a reconciliation meeting should take place at this time
- v. In some cases, the parents of the bully or bullied individual can be requested that they attend future club sessions, if they are able to do so and if appropriate. The club committee shall monitor the situation for a period to ensure the bullying is not continuing
- vi. All team managers and coaches of the teams affected by the bullying behavior shall be notified of the concerns of bullying and the outcomes and decisions of the club committee.

### **10. Club Contacts:**

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The following persons listed below are available for any concerns regarding incidents and issues of bullying:

**Chairperson:** Richard Overton - 07766 008575

**Secretary & Welfare Officer:** Adam Green - 07909 991431

**Treasurer:** Kerry Millman - 07808 547988

This club policy is based on guidance provided by Kidscape.

Kidscape is voluntary organisation committed to help prevent child bullying.

Kidscape can be contacted on 0207 730 3300 or you can access their website at [www.kidscape.org.uk](http://www.kidscape.org.uk)

You may also wish to access any of the following website designed to give advice and guidance to parents and children who are faced with dealing with bullying:

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

[www.stoptextbully.com](http://www.stoptextbully.com)

[www.bullying.co.uk](http://www.bullying.co.uk)