

## **Anti-bullying policy**

Our anti-bullying policy sets out how we feel about bullying as a club, what we'll do to tackle it and how we'll support children, young people and vulnerable adults who experience or display bullying behaviour.

### **Bullying**

The Club policy is:

- all forms of bullying will be acted upon.
- everybody in the club has a responsibility to work together to stop bullying.
- bullying can include online as well as offline behaviour
- bullying behaviour can include:
  - physically pushing, kicking, hitting, pinching etc.
  - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
  - posting of derogatory or abusive comments, videos or images on social media
  - racial, homophobic, transphobic or sexist comments, taunts or gestures
  - sexual comments, suggestions or behaviour
  - unwanted physical contact

### **The Club will:**

- recognise its duty of care and responsibility to safeguard all players from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- ensure that bullying behaviour is not tolerated or condoned
- take action to investigate and respond to any reports of bullying from children, young people and vulnerable adults
- encourage and facilitate children, young people and vulnerable adults to play an active part in developing and adopting a code of conduct for behaviour
- ensure that coaches are given access to information, guidance and training on bullying

### **Each participant, coach, volunteer or official will:**

- encourage individuals to speak out about bullying behaviour
- respect every child's need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- respect the feelings and views of others
- recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued

- show appreciation of others by acknowledging individual qualities, contributions and progress
- ensure safety by having rules and practices carefully explained and displayed for all to see
- report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

### **Supporting children and vulnerable adults**

- we'll let children and vulnerable adults know who will listen to and support them
- we'll create an "open door" ethos where children and vulnerable adults feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- potential barriers to talking (including those associated with a child's or vulnerable adult's disability or impairment) will be acknowledged and addressed at the outset to enable children and vulnerable adults to speak out
- anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved
- children and vulnerable adults experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment
- those who display bullying behaviour will be supported and encouraged to develop better relationships
- we'll make sure that sanctions are proportionate and fair

### **Support to the parents/guardians**

- parents or guardians will be advised on the Club's bullying policy and practice
- any experience of bullying behaviour will be discussed with the child's parents or guardians
- parents will be consulted on action to be taken (for both victim and bully) and we'll agree on these actions together
- information and advice on coping with bullying will be made available
- support will be offered to parents, including information from other agencies or support lines

### **Document last reviewed/updated**

<u>By</u>	<u>When</u>
Company Secretary	24/06/2022