

ANTI-BULLYING POLICY

“Putting safeguards in place”

Any incident or concern involving any form of bullying or harassment should be brought to the attention of the Club Safeguarding Officer(s) or other Club Official as soon as practicable.

The Individual (child or adult):

- Respect everyone’s need for and the right to play in an environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Respect every individual’s feelings and views.
- Recognise that everyone is important and that our differences make each of us special.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.

Bullying

- Bullying will not be accepted or condoned. All forms of bullying will be addressed.
- Bullying can include:
 - Physical pushing, kicking, hitting, pinching etc
 - Name calling, intimidation, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals
 - Sending abusive, rude, intimidatory or offensive emails or text messages
 - Racial taunts, graffiti, gestures
 - Sexual comments and/or suggestions
 - Unwanted physical contact.

Children only

- Children from ethnic minorities, disabled children, young people who are LGBT or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.
- Appropriate staff and volunteers should have access to training.
- Where a child is found to be exhibiting sexually harmful behaviour to another child, it is important to involve the social work team responsible for child protection as soon as possible.
- Where a child’s bullying behaviour is of a particularly violent or aggressive nature and the establishment is unable to address the behaviour through behaviour management strategies or disciplinary measures within reasonable time, it is worth considering instigating child protection procedures.

Support to the child

- Children should know who will listen to and support them.
- Any advice and assistance should be given by an appropriately trained and experienced worker.
- Children should have access to Helpline numbers.
- Children should be told what is being recorded, in what context and why.
- Systems should be established to open the door to children wishing to talk about bullying or any other issue that affects them. Barriers to talking need to be broken down to enable children to approach adults.
- Anyone who reports an incident of bullying will be listened to carefully and be supported, whether the child being bullied or the child who is bullying.
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.
- Children being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development.
- Those who bully will be supported and encouraged to stop bullying.
- Sanctions involving long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, should be avoided.

Support to the parents/guardians/carers

- Parents/guardians/carers should be advised on local policy and practice about bullying.
- Any incident of bullying will be discussed with the child's parent(s)/guardians/carers.
- Parental/guardian/carer advice on action will be sought and agreements made as to what action should be taken.
- Information and advice on coping with bullying will be given.
- Support should be offered to the parents/guardians/carers, including information on other agencies or support lines.

Useful Contacts

- **NSPCC Helpline 0800 800 5000**
- **ChildLine 0800 1111 / www.childline.org.uk**