



CHARTER STANDARD  
CLUB



## Felpham Colts FC Anti Bullying Policy

### What is Bullying

Felpham Colts Football Club defines bullying as 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 (for example: hiding football boots/shin guards, threatening gestures).

- Physical - pushing, kicking, hitting, punching or any use of violence.
- Verbal - name-calling, sarcasm, spreading rumours, teasing.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact or sexually abusive comments.
- Homophobic - because of, or focussing on, the issue of sexuality.

### Our Commitment

Felpham Colts Football Club is committed to eradicating bullying because:

- Bullying hurts.
- No-one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Individuals who are bullying need to learn different ways of behaving.

Felpham Colts Football Club is committed to providing a caring, friendly and safe environment for all our members, so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. Respect leads to good behaviour leading to a great game.

All club members, coaches, officials and parents/carers should have an understanding of what bullying is. They should know what the club policy is on bullying and follow it when bullying is reported. What they should do if bullying arises. All our club officials are trained in safeguarding children.

### The signs and indicators of bullying

Felpham Colts Football Club has a responsibility to respond promptly and effectively to issues of bullying. As a Football Club we take bullying seriously. Players and parents/carers should be assured that they would be supported when bullying is reported. Bullying will not be tolerated.

Felpham Colts Football Club acknowledges that a child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- Says he or she is being bullied.

- Is unwilling to go to club sessions.
- Becomes withdrawn, anxious, or lacking in confidence.
- Feels ill before training sessions.
- Comes home with clothes torn or training equipment damaged.
- 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.

Felpham Colts Football Club also acknowledges that in more extreme cases, a child may show the following signs:

- Cry themselves to sleep at night or have nightmares.
- Become aggressive, disruptive, or unreasonable.
- Bully other children or siblings.
- Stop eating.
- Start stammering.
- Attempt or threaten suicide or run away.

Felpham Colts Football Club acknowledges that these signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Felpham Colts FC Procedures**

Felpham Colts Football Club uses the following procedures to deal with incidents of bullying within our football club

Report bullying incidents to the club's Child Welfare Officer or to a member of the club's committee

In cases of serious bullying, the incidents will be referred to the Sussex County Football Association's Child Protection Officer for advice and possibly to the Football Association's Case Management System.

Parents/carers should be informed and will be asked to come in for 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) to change their behaviour.

### **Our Course of Action**

If mediation fails and the bullying is seen to continue, Felpham Colts Football Club will initiate disciplinary action under the club rules.

If bullying has been deemed to have taken place, the individual should be warned and put

on notice of further action. ie: temporary or permanent suspension, if the bullying continues or is in the best interest of all concerned.

Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.

In some cases, the parent/carers of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.

All coaches involved with both individuals should be made aware of the concerns and outcome of the process.

If this fails, or is not appropriate, a small panel (made up from Chairman, Child Welfare Officer, Secretary and Committee Members) should meet with the parents/carers and child to discuss further action.

The same persons should meet with the alleged bully and parents/carers and put the incident raised to them to answer and give their view of the allegation.

### **Procedures If an Adult is to Bully**

In the case of adults reported to be bullying anyone:

The Sussex County Football Association's Child Protection Officer would always be informed and will advise on action to be taken where appropriate.

It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, attendance of a Football Association Learning Safeguarding Children course may be recommended, and appropriate action will be taken. Including temporary or permanent suspension.

More serious cases may be referred to the Police and/or Social Services.

### **Whom to Contact within Felpham Colts**

If you or your child have concerns regarding bullying, please contact one of the following;

1. Your team Manager or Coach
2. Felpham Colts Welfare Officer  
Yvonne Gabriel – email: ygabriel@live.co.uk
3. A club official or committee member

These procedures are for Felpham Colts to use if bullying is happening within football BUT If it is brought to our attention that someone is being bullied outside of football we will notify the parents/carers of both parties if possible and for it to be dealt with accordingly.