



# Waterbeach Colts Football Club Anti-Bullying Policy

2021 - 2022



## **Introduction**

Waterbeach Colts Football Club is committed to providing a caring, friendly and safe environment for all players and participants so they can take part in football in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at the Club. Bullying is a repeated - or at least has the potential to be repeated - incident in which one party uses a power, or perceived power, to harm somebody.

Bullying can have far-reaching consequences. The impact of bullying upon a child, young person or adult can be devastating and, in some cases, will affect all aspects of their life. In extreme circumstances, it can lead to suicide threats or attempts to self-harm.

Waterbeach Colts Football Club, and everyone involved in it, has a collective responsibility to respond promptly and effectively to issues of bullying.

### **Bullying can be:**

- Taking place between children; between adults; between adults and children;
- Emotional - being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting (e.g. hiding property, football boots/shin guards), threatening, humiliating or pressuring someone;
- Physical - pushing, kicking, hitting, punching or any use of violence;
- Verbal - name-calling, sarcasm, spreading rumours, teasing;
- Cyber – inappropriate use of technology – please see next page for further info;
- Racist - racial taunts, graffiti, gestures;
- Sexual - unwanted physical contact or sexually abusive comments;
- Discrimination – please see next page.

## **Cyberbullying**

This is when a person uses technology inappropriately - i.e., mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone, humiliate them, make threats or unwanted comments, spread rumours or inappropriate images/videos.

Bullies often feel anonymous and 'distanced' from the incident when it takes place online, and 'bystanders' can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts.

The Club commits to ensure our website and/or social networking pages are being used appropriately, and any online bullying will be dealt with swiftly and in line with procedures detailed in this policy.

## **Discrimination**

A discriminatory incident may include:

- racist, sexist, homophobic, transphobic or ageist jokes, or derogatory or stereotypical remarks about a particular ethnic or religious group or gender;
- outing or threatening to out someone as LGBTIQ+; or derogatory or stereotypical remarks about protected characteristics about e.g. age, disability, gender, race, religion or belief, sex, sexual orientation, marriage, civil partnership, pregnancy and maternity.

Whilst discrimination and bullying are not exclusively the same thing, discriminatory actions are often the way in which bullying is manifested. The Club commits to investigating and dealing with incidents of discrimination using the same processes as for bullying, as outlined in this policy.

## Signs and indicators

A child / young person 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 / young person:

- says he or she is being bullied;
- is unwilling to go to club sessions or matches;
- 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.

In more extreme cases:

- starts stammering;
- cries themselves to sleep at night or has nightmares;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- attempts or threatens suicide or runs away.

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

Sometimes bullying may be taking place and there may be no obvious external signs.

### Objectives of this policy

- To help ensure that all participants in the club – all players, parents/carers, committee members, coaches, referees and other officials:
  - have an understanding of what bullying is;
  - know what they should do if bullying arises, and how to report incidents of bullying;
  - are aware of what the club's policy is on bullying, and the processes that are followed when bullying is reported.
- All committee members and coaches have a responsibility to know what the club policy is on bullying, and follow it when bullying is reported;
- As a club we take bullying seriously. Players and parents/carers should be assured that they will be supported when bullying is reported.

### How to report bullying

Any participant in the Club – players, parents/carers, coaches, officials or other volunteers – should report bullying incidents to the Safeguarding & Welfare Officer (SWO) or any Committee member, or via their team Coach/Manager in the first instance, who will inform the SWO.

The Club Secretary will ensure that written notes of reports and any subsequent communication are kept as appropriate and held within Club confidential records.

How to contact the **Club's Safeguarding & Welfare Officer:**

**Lucy Entwistle. Tel: 07743 223579. Email: [lucy.entwistle@googlemail.com](mailto:lucy.entwistle@googlemail.com)**

### Our aims when dealing with incidents of bullying

- To make sure that the person being bullied is safe and to provide them with support;
- To work to investigate the bullying and to quickly put a stop to it;
- To take action to try and ensure that the person doing the bullying stops, and that they do not go on to bully others.

## Club Procedure

When bullying is reported, the Club may implement some or all of the following steps:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem;
2. If this fails/is not appropriate, the Safeguarding & Welfare Officer, team Manager and at least one other Committee member should meet with the parent/carer and child alleging bullying to obtain details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account;
3. The same members should meet with the alleged bully/bullies and parents/carer and put the incident raised to them to answer and to give their view of the allegation. Minutes should again be taken and agreed by all as a true account;
4. If bullying has in their view taken place, the individual(s) should be warned and put on notice of further action i.e., temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time;
5. In some cases, the parent of the bully/bullies and/or bullied player may be asked to attend their child's football 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;
6. All Coaches involved with the individuals concerned should be made aware of the concerns and outcome of the process i.e., any suspensions or warnings;
7. Sometimes it may be appropriate to ask those who are bullying to attend an education course that can help potentially change bullying behaviour;
8. The Club reserves the right to implement procedures to ensure the alleged victim of bullying is kept safe. This may mean a young person is removed from training whilst an investigation takes place;
9. In certain instances, where appropriate, the Cambs FA Welfare Officer, the child's school and/or the Police may be consulted;

10. If the above steps fail and the bullying is seen to continue, the Club will initiate disciplinary action under its Disciplinary Policy / Code of Conduct;

11. All documentation and correspondence in respect of any actions taken, will be held securely in the Club's confidential records.

**When an adult is reported to be bullying someone within the Club who is under 18**

1. The Club Safeguarding & Welfare Officer (SWO) should always be informed and will advise on action to be taken where appropriate;

2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, the SWO will involve the Cambs FA Welfare Officer and Safeguarding Team;

3. More serious cases will be referred in the first instance to the Police and/or Children's Social Care.

## **Prevention**

The Club has a Code of Conduct, which includes what is acceptable and proper behaviour for all participants – all players, parents/carers, coaches, committee members and officials.

All players and parents will sign to accept the Code of Conduct upon registering with the Club (the Code is on the back of the registration forms).

The team Manager/Coaches may raise awareness about bullying during team sessions from time to time, and explain what young people can do if they are being bullied and/or if they witness or are aware of bullying.

We ask that parents/carers read and discuss this policy in an appropriate way with their child/ren, and talk about what they can do if they are being bullied, and/or if they witness bullying, or are aware of others being bullied.

If you require any further information, or wish to report any bullying concerns, please contact the Club Safeguarding & Welfare Officer, Lucy Entwistle, on 07743 223579, or email: [lucy.entwistle@googlemail.com](mailto:lucy.entwistle@googlemail.com)

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

### **Guidance for young people**

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

[www.youngminds.org.uk/young-person/](http://www.youngminds.org.uk/young-person/)

[www.stonewall.org.uk/young-stonewall](http://www.stonewall.org.uk/young-stonewall)

[www.kickitout.org](http://www.kickitout.org)

[www.childline.org.uk](http://www.childline.org.uk)

### **Guidance for parents/carers**

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

[www.youngminds.org.uk/parent/](http://www.youngminds.org.uk/parent/)

[www.stonewall.org.uk](http://www.stonewall.org.uk)

[www.kickitout.org](http://www.kickitout.org)

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



# IF YOU'RE BEING BULLIED

**1**

Tell  
someone  
you trust

**2**

Keep a  
record of  
what's  
happening

**3**

Don't  
retaliate

**4**

Surround  
yourself with  
people that  
make you feel  
good

**5**

Don't blame  
yourself -  
it is **NOT**  
your fault

**6**

Be proud  
of who  
you are

**[ Anti-Bullying  
Alliance ]**