



# Steeple Bumpstead Dynamos

## Anti-Bullying Policy & Procedure

### STATEMENT OF INTENT

We are 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 **Steeple Bumpstead Dynamos Youth Football Club**.

We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the Club Welfare Officer

**Jason Bentley email:- [sbdwelfareofficer@gmail.com](mailto:sbdwelfareofficer@gmail.com)**

or any committee member. If bullying does occur, all club members and parents/guardians should be confident that these incidents will be dealt with promptly and effectively by the club.

**Steeple Bumpstead Dynamos Youth Football Club** is committed to playing its part to teach players to treat each other with respect.

### WHAT IS BULLYING?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through cyberspace, and comes in many different forms:

**Verbal:** Name calling, persistent teasing, mocking, taunting and threats.

**Physical:** Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.

**Emotional:** Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.

**Cyberbullying:** The misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation. Examples of cyberbullying include:

- **Abusive comments**, rumours, gossip and threats made using digital communications and/ or technologies - this includes internet trolling.
- **Sharing pictures**, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation.
- **Hacking** into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person.
- **Creating dedicated websites** that intend to harm, make fun of someone or spread malicious rumours.
- **Pressurising** someone to do something they do not want to such as sending a sexually explicit image.

**Steeple Bumpstead Dynamos Youth Football Club** commits to ensure our social media platforms are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

People can be targeted for any reason, but people who bully others often target 'difference' and bullying can be a form of wider discrimination. For example, bullying behaviour may be:

- **Racist:** Targeted at ethnicity, skin colour, and language, religious or cultural practices.
- **Homophobic, biphobic and/or transphobic:** Targeted at actual or perceived sexuality and/or gender.
- **Sexual and/or sexist:** Sexual and/or sexist behaviour that is intended to cause offence, humiliation or intimidation.
- **Disablist:** Targeted at an impairment or special educational need.
- **Targeting any 'difference':** Bullying behaviour can also be targeted at 'looks', weight and height, colour of hair, wearing glasses or braces, acne, psoriasis and eczema, scars, marks or conditions of the face or body, body odour, poverty, gifts and talents or family situation (e.g. divorce, bereavement, homelessness).

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

**Steeple Bumpstead Dynamos Youth Football Club** recognises its responsibility to respond promptly and effectively to issues of bullying.

**ALL incidents of bullying should be reported to the Club Welfare Officer or a member of the Club Committee**

### INITIAL PROCEDURES FOR ALL REPORTS OF BULLYING

1. Any reported bullying behaviour or threats of bullying will be fully investigated by the Club as detailed in 'Club Investigation Procedure'. The first priority will be, where possible, to stop the bullying as quickly as possible.
2. In the case of adults reported to be bullying anyone within the club under the age of 18 the procedure set out in 'Club Investigation Procedures – Adults Bullying Under 18's' will be implemented.
3. In cases of serious bullying between club members who are under the age of 18 the Club Welfare Officer will decide if the incident(s) warrant referral to the County FA Designated Safeguarding Officer for advice and possibly to The FA Case Management Team.
4. In all reported cases of bullying the Club Welfare Officer, where necessary and appropriate, will decide if the complaint/incident(s) warrant the police being consulted.



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5. The Club Welfare Officer will try to establish if the complaint is genuine or malicious. If deemed malicious the complaint will be sanctioned as detailed in the Club Constitution. If the complaint is deemed genuine or deemed worthy of further investigation the following procedures will be implemented.
6. In all cases of reported bullying the Club Welfare Officer will open a case file in which all details of the case will be recorded. When the case is complete the report will be presented to the next committee meeting and recorded in to the minutes. The Welfare Officer will archive the report for referral should the need arise.

### CLUB INVESTIGATION PROCEDURES

#### ADULTS BULLYING UNDER 18's

1. The adult who is the subject of the allegation will be informed by the Club Welfare Officer in writing, details of the complaint and the procedure that will be implemented.
2. The Club Welfare Officer will inform the County Designated Safeguarding Officer and implement any action that they advise. This may include action by The FA Safeguarding Team and in most cases where the allegation is made regarding a team manager, official or coach, the FA's Safeguarding Children Education Programme may be recommended.
3. More serious cases may be referred to the Police and/or Children's Social Care.
4. The Welfare Officer will keep the Club Committee fully informed of any developments whilst the investigation is ongoing.

#### EXTERNAL INVESTIGATION

1. If under the initial investigation it is decided by the Welfare Officer to refer the incident to either the County FA or Police as detailed in 'Initial Procedures For All Reports of Bullying' the Welfare Officer will deal with all correspondence between the parties involved.
2. The Welfare Officer will keep the Club Committee fully informed of any developments whilst the investigation is ongoing.

#### INTERNAL INVESTIGATION

If the club decides it is appropriate for them to deal with the situation 'in house' the following procedure will be adopted.

1. In the first instant the Club Welfare Officer will assess if reconciliation between all involved parties can provide an amicable solution to the problem/complaint. If successful, the Club Welfare Officer will provide full details of the incident at the next committee meeting.  
**It may be that a genuine apology solves the problem.**

2. If this fails or is not appropriate, a small subcommittee of three persons composed from the Club Welfare Officer, Chairperson, Secretary and committee members should

meet with the parent/guardian and child(ren)/ward alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.

3. The same subcommittee should meet with the alleged bully and parent/guardian and if deemed appropriate the accused child(ren)/ward putting the incident raised to them and the opportunity to give their view of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
4. After a full investigation the subcommittee will publish their findings in the form of a report that will be issued to all interested parties. The report will include why they have come to their decision and the recommended action points. This could include mediation if deemed appropriate and education into why an individual's behaviour is unacceptable.
5. The report will be presented at the next committee meeting and will be incorporated into the minutes of that meeting.
6. All team managers and coaches who have dealings with any of the individuals in the above report will be briefed on any action or sanctions placed on that individual.

#### PREVENTION

- The Club Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.