



## Nether Green FC

### Anti-Bullying Policy

Bullying of any kind is unacceptable at Nether Green FC. If bullying does occur, all children, young people or parents should be able to tell someone in the club. Incidents will be dealt with promptly and efficiently.

We are a 'telling' club which means that anyone who knows that bullying is happening is expected to tell the Club Welfare Officer or any committee member.

Nether Green FC is committed to playing its part to teach players to treat each other with respect and to providing a friendly, caring, safe environment where they can play football in a relaxed and secure atmosphere.

Bullying is the use of aggression with the intention of hurting another person.

Bullying can be:

- **Emotional** – being unfriendly, excluding, sending hurtful texts, tormenting, hiding possessions, threatening gestures
- **Physical** – pushing, hitting, kicking, punching or any use of violence or threatening behaviour
- **Sexual** – unwanted physical contact or sexually abusive comments
- **Discrimination** – racial taunts, graffiti, gestures, homophobic comments, sexist comments, jokes or derogatory comments about people with disabilities, people's religious beliefs, ethnic origin, gender reassignment or sexual orientation
- **Verbal** – name-calling, sarcasm, spreading rumours, teasing, derogatory remarks

#### **Cyberbullying**

This is when a person uses technology such as mobile phones or the internet to deliberately upset someone. Bullies can feel anonymous and 'distanced' when it takes place online and bystanders can easily become bullies themselves by forwarding information on. This is a growing trend and bullies no longer need to be physically near their victim.

## **Trolling**

This is posting deliberately offensive comments on people's social media pages aimed at causing upset and distress. Trolling can result in legal action.

Nether Green FC commits to ensure that any online bullying will be dealt with swiftly and appropriately in line with our procedures and if necessary, reported to the police. The club has a responsibility to respond promptly and effectively to all issues of bullying.

## **Signs and Indicators**

Adults should be aware of these possible signs and should investigate if a child:

- says he/she/they are being bullied
- is unwilling to go to training sessions
- becomes withdrawn, anxious, lacking in confidence
- feels ill before training sessions or matches
- comes home with clothes torn or football equipment damaged
- has possessions go missing
- starts asking for money or stealing money to pay the bully
- has unexplained cuts or bruises
- is too scared to say what's wrong
- gives improbable excuses for any of the above
- stops enjoying playing football

In more extreme cases the child may:

- start stammering
- cry themselves to sleep at night and/or has nightmares
- become aggressive, disruptive or unreasonable
- start bullying other children or siblings
- stop eating
- threaten suicide or run away

These signs and behaviours may indicate other problems including abuse in the child's home but bullying should be considered a possibility and should be investigated.

## **Bullying as a result of any form of discrimination**

This occurs when bullying is motivated by a prejudice against certain people or groups of people because of their gender, race, ethnic origin, nationality, religion, belief, sexual orientation, disability or ability or gender reassignment.

## **Discriminatory language and behaviour of club members will not be tolerated at Nether Green FC**

- 1. If an incident occurs,** members should be informed that such language/behaviour is unacceptable and that the police may be contacted. The law recognises five types of hate crime on the basis of race, religion, disability, sexual orientation and transgender identity. If a member continues to make persistent remarks, they should be removed from the setting and the coach/manager inform the FA (matchday report) and contact the CWO. In a violent situation the police should be rung immediately. If it is a young person making the remarks, their parents should be informed and the CWO contacted so that they can arrange to meet with the player and their parent/carer.
- 2. If the problem persists and a player continues to use discriminatory language or behaviour they will be sacked from the team. If it is an adult, they can be banned from attending training sessions and X number of games. If the County Welfare Officer and/or police have been involved the parent/carer can be banned permanently.**

### **Procedures**

1. Report bullying incidents of players to the CWOs Johnnie Mitchell ([johnniespring@gmail.com](mailto:johnniespring@gmail.com)) or Milena De Felice ([milenade@yahoo.com](mailto:milenade@yahoo.com)) or the Club Secretary Kieran Derricott ([nethergreenfc@yahoo.com](mailto:nethergreenfc@yahoo.com)) and in the FA matchday report if it's an opposition player.
2. Parents should be informed and asked to come and discuss the problem at a meeting with the CWO and team manager. In cases of serious bullying, the incident will be referred to the County FA Welfare Officer for advice and possibly to the Disciplinary Team at the County FA.
3. If necessary and appropriate it will be reported to the Police.
4. The bullying or threats of must be investigated and the bullying stopped quickly.
5. An attempt will be made to help the bully change their behaviour.
6. If mediation fails and the bullying continues the club will take disciplinary action such as banning for a certain period of time or sacked from the team.

### **Recommended club action for players**

1. Apologies and reconciliation.
2. CWO to meet or speak with parent and child making the allegation to get details of allegation. Minutes should be taken for clarity and agreed by all.
3. CWO and the team manager should meet with the alleged bully and allow them to give their view, minutes should be taken and agreed.

4. If bullying is believed to have taken place the individual should be temporarily suspended while the CWO liaises with the CFA and will consider the possibility of a reconciliation meeting between parties and/or sanctions.
5. The situation should be monitored by the coach and CWO for a given period. If they still persist they can be sacked from the team.
6. All coaches involved should be notified of the concerns and the outcome.

#### **In the case of adults reported to be bullying anyone in the club under 18 years**

1. The CWO and Club Secretary should always be informed and will advise on action (this may include suspending the individual while investigation takes place) and contact the FA Safeguarding Team and the County Welfare Officer.
2. In the case of a club official the FA may recommend that they do the FA's Safeguarding Children Education Programme.
3. More serious cases will be referred to the Police and/or Children's Social Services.

#### **Prevention**

Nether Green FC endorses and adopts the Respect Code of Conduct which all club members, players and parents/spectators should sign upon joining the club.

Nether Green FC have a written constitution which includes the Safeguarding Children Policy, the Anti-Bullying Policy for Football Clubs and the Equality Policy, which include what is acceptable and proper behaviour for all club members.

If issues of bullying arise the CWO will meet with members to discuss the issue openly and constructively.

More information about bullying can be found at:  
**Guidance and support for adults/parents/carers**

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

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

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

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

<https://www.togetherai.o/blog/11-ways-parents-can-help-protect-children-from-cyberbullying>

**Guidance and support for children and young people**

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

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

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

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

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

[www.galop.org.uk](http://www.galop.org.uk) – LGBT+ anti-violence charity for those who have experienced domestic abuse, hate crime or sexual violence

<https://mermaidsuk.org.uk> – Helpline for trans young people

Last update MDF 30/01/24