



7 Hills JFC Anti-Bullying Policy 21/22

What is bullying?

There are many definitions of bullying, but most have three things in common:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

Bullying can take many forms, but the main types are:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, racist remarks
- Racist
- Sexual
- Homophobic
- Emotional – tormenting, mobile text messages, ridiculing, humiliating, or ignoring
- Indirect – spreading nasty stories about someone, excluding someone from social groups
- Cyberbullying – through social networking sites and via mobile

In 20/21 communities became affected by the COVID-19 pandemic and families involved in football may have suffered impact and bereavement as a result. Bullying behaviour related to COVID-19 circumstances will not be tolerated.

Why should our football club be concerned about bullying?

There are a number of very important reasons for challenging bullying behaviour at football.

- The safety and happiness of players and managers. When players are bullied, whether it be by peers, managers, coaches or other players, their lives are made miserable. They may suffer injury. They may be unhappy about coming to football. Over time they are likely to lose self-confidence and self-esteem. Some may blame themselves for 'inviting' the bullying behaviour.
- Sporting achievement. The unhappiness of bullied players is likely to affect their concentration and learning. Some children will avoid being bullied by not coming to practice.
- Providing a model for helpful behaviour. If they observe bullying behaviour going unchallenged, other players may learn that bullying is a quick and effective way of getting what they want. Those players who are being bullied may interpret the Clubs inaction as condoning unacceptable behaviour. They will feel badly let down by adults in authority.

Combating bullying

It is important that players are aware that 7 Hills Junior Football Club, as a whole, will deal swiftly with any instances of bullying. They therefore need to know what types of behaviour constitute BULLYING. Once they have this awareness the children must seek the support of friends and adults



at football or at home. They must communicate their worries and fears to someone who cares and who they can trust.

A bully in football can be:

- A parent who pushes too hard
- A coach/manager who has a “win at all costs” philosophy
- A child or young person intimidating each other
- An official who places unfair pressure on a child or young person

Raising Awareness

7 Hills Junior Football Club will talk openly about bullying and recognise that some form of bullying may exist. The children will learn the importance of telling someone else if they feel threatened or bullied. They must be made aware that they can turn to anyone of the following people for help:

- Parents or Carers
- Managers / Coaches
- Child Welfare Officer
- Child Protection Officer

Managers and Coaches will model and focus on appropriate behaviour during training sessions. Children will have the opportunity to discuss issues such as kindness, caring for others and treating others as we wish to be treated ourselves. By emphasising appropriate behaviour we would hope to diminish the occurrence of bullying at our Football Club.

Codes of Conduct

7 Hills Junior Football Club works to the FA Respect Codes of Conduct and all those involved and associated with the club commit to these standards.

Codes of Conduct – Young Players

For all players at 7 Hills Junior Football Club - the Club and FA Code of Conduct can be found here: [FA Code of Conduct: Young Players](#)

I understand that if I do not follow the FAC Code of Conduct, disciplinary action may be taken against me by 7 Hills t Junior Football Club and the matter may be escalated to the Sheffield and Hallam County FA or Sheffield and District Junior Football League.

Codes of Conduct – Parents and Spectators

For all parents and spectators at 7 Hills Junior Football Club - the Club and FA Code of Conduct can be found here: [FA Code of Conduct – Parents and Spectators](#)

I understand that if I do not follow the FA Code of Conduct, disciplinary action may be taken against me by 7 Hills t Junior Football Club and the matter may be escalated to the Sheffield and Hallam County FA or Sheffield and District Junior Football League.



Code of Conduct – Managers, Coaches and Club Officials

For all parents and spectators at 7 Hills Junior Football Club - the Club and FA Code of Conduct can be found here: [FA Code of Conduct: Managers, Coaches and Club Officials](#)

I understand that if I do not follow the FA Code of Conduct, disciplinary action may be taken against me by 7 Hills Junior Football Club and the matter may be escalated to the Sheffield and Hallam County FA or Sheffield and District Junior Football League.

Response to Bullying

It is important that all aspects of bullying or suspected bullying are dealt with immediately. No adult at 7 Hills Junior Football Club should dismiss claims of bullying without first investigating their validity. This can be time consuming but is vital because this type of inappropriate behaviour needs to be prevented at the earliest opportunity.

Obviously, there will be instances when the claims are invalid, however all cases must be dealt with quickly and fairly.

Signs and Indicators – (taken from [The FA Safeguarding Children and Young People in Football, Child Protection Policy, Procedures and Implementation Guidance for Grassroots Football](#)).

Signs and indicators

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that 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 is 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



What should happen to those children who bully? – Procedures and Club action

Those children, Managers or Coaches who bully will be made aware that their behaviour is unacceptable and that 7 Hills Junior Football Club holds a zero-tolerance attitude to bullying. The children will be made aware that their parents will be informed if the behaviour persists or is of an aggressive nature and the child will be asked to leave the club. A report will be written and a decision may be made that the manager is asked to leave the club.

This policy has been read and agreed by all managers within 7 Hills Junior Football Club

Signed:

Rick Jones 7 Hills JFC Chairman

Anna Clack 7 Hills JFC Club Welfare Officer

Agreed Date: 25-05-2021

Review Date: 25-10-2021