



Welcome to Newcastle Dynamo Football Club

Developing football players with the highest of standards

Anti-Bullying Policy 2024/2025

Newcastle Dynamo (the club) is child centric, a player centric football club. We are aware of our responsibility to safeguard every child. We are committed to providing a fun, safe environment to enable our children to play football. A child is anyone under the age of 18. We follow the FA's safeguarding children policies and procedures and work closely with the FA to ensure our safeguarding standards are both compliant and fit for purpose.

We are also aware of our responsibility to recognise and stamp out bullying in football.

The principles of the anti-bullying policy are:

- The child's welfare is always the most important consideration.
- Children and young people have a right to be protected from bullying, irrespective of their gender, race, age, disability, sexual orientation, faith or belief.
- Any allegations, observed, overheard, witnessed bullying will be dealt with under the clubs and the FA's guidelines and will be treated extremely seriously and quickly.
- Work in partnership with other organisations, parents, carers and the children themselves.

Best practice should be observed at all times by the football club's volunteers and staff. Any poor practice observed, reported will be dealt with and corrected by the football club. Every volunteer, staff member will be taught best practice principles and will be expected to adhere to them at all times.

Every volunteer and staff member is aware of their safeguarding responsibilities and how to report any issues, incidents and/or concerns.

Newcastle Dynamo FC is committed to protecting our children and young people from any form of abuse, including, physical, sexual, emotional, neglect and bullying. This includes our young referees, volunteers, helpers, who may be children themselves.

Parents and carers also have a responsibility to ensure that our children are protected by following the FA's respect guidance and the clubs policies around expected behaviour. Bullying, where identified will be dealt with effectively and quickly by the club.

What do we mean by bullying?

Bullying is the use of offensive, hurtful, aggressive to cue harm to another person. Bullying takes many forms and is not necessarily physical, it can also be emotional. Its important to understand that bullying may not be deliberate. Something that it viewed as 'banter' or funny by one person, may be offensive to another.

What is the impact of bullying?

Bullying can have deeply scarring and long-lasting consequences for victims. It can affect them both physically an emotionally. Childhood bullying can affect victims into their adulthood. It can impact how people thin and feel and can impact relationships, profoundly.

Why do people bully others?

Bullying can be physical, resulting in physical harm. This is usually due to a person losing their temper, wanting to lash out. People fight because they have an issue which can't be resolved in their mind in any other way. Bullying can be a control need, one person wanting to victimise, suppress, make fun of another, often publicly. This is designed to try to humiliate the victim. Bullying can be face to face, or online. Online (cyber bullying) is common. Social media is often used for bullying. People who bully are often angry, frustrated or unable to control their emotions positively.

Examples of bullying:

- Being men, unkind, rude in order to make someone feel bad, down.
- Hitting (pushing, punching, kicking) someone to cue physical harm. Any other form of violence.
- Tormenting someone to cause emotional distress.
- Sending unwanted text messages (sexual and/or non-sexual).
- Unwanted physical contact (sexual and/or non-sexual).
- Discrimination of any kind (racial, sexist, hand gestures, homophobic, body-shaming etc.).
- Verbal abuse (name calling, aggressive language, sarcastic comments, making jokes about or spreading rumours about someone).
- Cyber-bullying (using technology, social media, the internet, email, applications such as SnapChat to be hurtful to someone. Others who receive such communications, images can also be drawn in and may also in-advertently support the bullying by passing communications, images on to others.

Newcastle Dynamo Football Club will publish its anti-bullying policy and ensure that everyone associated with the club is aware of it. Team Manager, Coaches, Helpers, volunteers and club staff and the clubs football players will all receive a face to face walk-through the policy when they join the club. This will be delivered by the Club Welfare Officer. Everyone will understand what bullying is and how we deal with it.

The club has a zero-tolerance attitude towards bullying.

How do we recognise signs bullying?

Adults should be aware of signs of bullying in a child so that it can be investigated. Signs of bullying may include:

- They may state that they are being bullied.
- Their behaviour may change, they may seem worried, quieter than normal, anxious, nervous.
- They may not want to attend, make excuses, such as claiming that they are feeling ill.
- They may have cuts, bruises, torn clothing, missing items after football.
- They may ask for or may even steal money.
- They may have lost confidence, seem frightened. They may find it difficult to talk if asked.
- They may make strange excuses for things to hide the bullying.
- They may become aggressive themselves, cry, shout, have nightmares or have trouble sleeping.
- They may stop eating or start comfort eating.
- In extreme cases, they may run away or try to harm themselves. In some cases, they may attempt suicide.

If you witness any of the above signs in a child, please report it.

Discrimination

Any form of discrimination can be classed as bullying. This can be prejudice against people or groups of people because of their skin colour, beliefs, their gender, age, race, nationality, ethnicity, gender reassignment, disability, ability and/or their sexual orientation.

Together with the list above, discrimination can include:

- Verbal abuse. Rude, aggressive comments suggesting that people are inferior.
- Referring to people by their ethnicity, their skin colour rather than their name.
- Calling people 'gay' suggesting that they are inferior.
- Name calling, embarrassing, taunting, ridiculing someone because of a disability, a mental health issue or for any other reason.
- Isolating people because of their country of origin, their religious beliefs or for any other reason.

Reporting bullying, how we deal with bullying

We have a zero tolerance attitude towards bullying at the club, we are aware of our responsibilities to protect children. We work very closely with the FA Safeguarding Team to ensure that we adopt best practices in tackling all forms of bullying.

Please report any suspected, known, bullying to the Cub Welfare Officer s a matter of urgency on mobile 07837 379447 or via email at welfare.newcastledynmofc@outlook.com

If you're uncertain if bullying is occurring, please report it anyway, it's always better to be safe than sorry!

The club's process for dealing with child(ren) bullying another child(ren) is as follows:

1. The Club Welfare Officer will log the complaint and record the details, collecting evidence as required (this may require others to contribute).
2. The Club Welfare Officer will determine whether the complaint should be registered with the County FA Welfare Officer and/or the FA Safeguarding Team.
3. A meeting will be held with the parent(s)/carer(s) and child (the victim of bullying) to capture details and to ensure that they understand the process to be followed.
4. A meeting will be held with the child(ren) and their parent(s), carer(s) who has/have been accused of bullying.
5. Other organisations may be included in these meeting (the Police, for example).
6. If the Club Welfare Officer believes bullying has taken place, the club management will meet to determine the action(s) required. This may mean the individual(s) being asked to leave the club.
7. The club will agree mediation if the clubs decision is to allow the individual(s) the opportunity to change their behaviour and will agree any disciplinary action/sanctions which may be deemed necessary.
8. The Club Welfare Officer and a Club Official will meet with the child(ren), their parent(s), carer(s) to discuss the complaint, the action to be taken by the club and to ensure that the individuals are aware of the club's expectations going forward. They will be informed that if any further bullying is proven, they will be told to leave the club with immediate effect.
9. The club may choose reconciliation between the parties is required so that issues can be discussed and resolved. Actions will be agreed.
10. Meetings will be minuted and shared with all parties, including Managers, Coaches and Assistant Coaches of the child(ren) concerned.

The club's process for dealing with an adult bullying a child(ren) is as follows:

1. The Club Welfare Officer will log the complaint and record the details, collecting evidence as required (this may require others to contribute).
2. The Club Welfare Officer will register with the County FA Welfare Officer and/or the FA Safeguarding Team. If deemed serious, the Police may also be engaged.
3. A meeting will be held with the parent(s)/carer(s) and child (the victim of bullying) to capture details and to ensure that they understand the process to be followed.
4. A meeting will be held with the adult(s) who has/have been accused of bullying. This may include the County FA Welfare Officer.
5. Other organisations may be included in these meeting (the Police, for example).
6. If the Club Welfare Officer believes bullying has taken place, the club management will meet to determine the action(s) required. This may mean the individual(s) being asked to leave the club.
7. The club will agree mediation if the clubs decision is to allow the individual(s) the opportunity to change their behaviour and will agree any disciplinary action/sanctions which may be deemed necessary.
8. The Club Welfare Officer and a Club Official will meet with the child(ren), their parent(s), carer(s) to discuss the complaint, the action to be taken by the club and to ensure that the individuals are aware of the club's expectations going forward. They will be informed that if any further bullying is proven, they will be told to leave the club with immediate effect.

9. The club may choose reconciliation between the parties is required so that issues can be discussed and resolved. Actions will be agreed.
10. Meetings will be minuted and shared with all parties, including Managers, Coaches and Assistant Coaches of the child(ren) concerned.

If you have a more serious concern (child abuse, suspected child abuse) and you cannot contact the Club Welfare Officer, please contact the County FA Welfare Officer, the Police and/or Children's Social Care Services. If you believe a child is in immediate risk of being abused, contact the Police.

If a child has suffered abuse and needs immediate medical treatment, they must be taken to hospital or an ambulance called if serious, stipulating that there is a child protection concern. You should let the Club Welfare Officer know as soon as you can. If the Club Welfare Officer is not available/unreachable, the FA Safeguarding Team can be contacted on 0800 169 1863 or by email at safeguarding@thea.com

The Police can be contacted on 999 and the 24Hr NPCC helpline can be contacted on 0808 800 5000, by text to 88858 or by email at help@nspcc.org.uk

The FA's Safeguarding Children Policy and Procedures can be found at <https://thefa.com/football-rules-governance/safeguarding>

The Northumberland County Football Association Safeguarding Team can be contacted on 0191 2700 700 or by email at safeguarding@northumberland.com

The FA's Safeguarding Children general enquiries line can be contacted on 0845 210 8080.