

## **Bullying Policy**

Bullying can be defined as repeated verbal, psychological or physical aggression conducted by an individual or group against others. It is behaviour which is intentionally aggravating and intimidating. It includes teasing, taunting, threatening, and use of violence or extortion by one or more children against a victim.

Bullying is deemed to be repetitive behaviour. It must occur over time, rather than being a single aggressive act.

Managers/coaches/parents/guardians should be aware that bullying of players can occur beyond the confines of the Club grounds through the internet and social media.

It is important to recognise the impact that bullying can have in the lives of young people. Therefore all coaches/managers/volunteers/players/parents have a part to play in ensuring that nobody in Ballincollig AFC is the victim of any type of bullying behaviour.

Everyone should be aware that bullying of any kind will not be tolerated and they have a duty to report any such behaviour to our managers/coaches/the Schoolboy Committee or the Child Protection Officer.

Common experiences of bullying and discrimination by young people include:

- Being called names, insulted or verbally abused;
- Being deliberately embarrassed and humiliated by other children;
- Being made to feel different or like an outsider;
- Being lied about; being ignored;
- Being physically assaulted or threatened with violence;

Adult to child bullying includes the use of repeated gestures or expressions of a threatening or intimidating nature, or any comment intended to degrade a child. Common experiences of this type of bullying include:

- Being deliberately embarrassed or humiliated;
- Being unfairly treated, verbally abused, ignored or not spoken to.

## **Prevention**

Vigilance is the best deterrent against bullying. Children who bully will know that it will be dealt with, and the victims of bullying will have confidence in this.

There needs to be open discussion about bullying and a clear statement of its unacceptability.

# BALLINCOLLIG ATHLETIC FOOTBALL CLUB

---



Managers/coaches/children/parents/guardians should be advised at the start of every season that “bullying” in any shape or form is not acceptable or permitted..

Managers/coaches should insist that all members follow the Code of Conduct for Players at all times.

Key Actions for all Ballincollig AFC members:

- Recognise what bullying is;
- Reject all bullying behaviour;
- Respond in a calm, positive and active manner.

## Responding to Bullying

Deal with incidents as they arise;

- Be absolutely certain about the known facts;
- Confront the “bully/bullies” with the allegations;
- Make it clear that the behaviour is unacceptable;
- See each “bully” separately if appropriate;
- Be specific about sanctions if the bullying does not stop;
- Follow up to check that the behaviour has ceased;
- Record all instances of bullying and action taken.

## Strategies to use

Use a whole group approach: work with the bully/bullies and the entire group - make the problem a ‘shared concern’ of the group.

- Reinforce that there is ‘a permission to tell’ culture.
- Encourage young people to negotiate, cooperate and help others, particularly with new members.
- Offer immediate support to any victim. Reassure them that it is not their fault.
- Never tell children to ignore bullying. Do not encourage them to take the law into their own hands.
- Incidents of bullying should be reported to the Committee.

# BALLINCOLLIG ATHLETIC FOOTBALL CLUB

---



## Checklist of easy bystander actions to tell the group:

- ☐ Do say “No” or “Stop” when you see someone behaving unfairly.
- ☐ Do tell when you know a player is being bullied. This is not “ratting”. It is telling to be safe.
- ☐ Do include people that are being left out. Your support may make all the difference.
- ☐ Do report online bullying.
- ☐ Don’t join in bullying behaviour by laughing or slagging when someone starts bullying.
- ☐ Don’t cheer on a bully.

Any enquiries can be discussed in confidence with Chairperson, Gerardene McNamara  
0852447161