

# ANTI-BULLYING POLICY

## 1. Introduction

- **1.1 Purpose:** This policy aims to provide a safe and supportive environment for all players by preventing and addressing any form of bullying. We are committed to fostering a culture of respect and inclusion.
- **1.2 Scope:** This policy applies to all players, staff, volunteers, and any individuals associated with Iconic Football Academy.

## 2. Definition of Bullying

- **2.1 Bullying:** Bullying is defined as repeated aggressive behaviour that is intentional and involves an imbalance of power or strength. It can take various forms, including:
  - **Physical:** Hitting, pushing, or any form of physical aggression.
  - **Verbal:** Name-calling, teasing, or verbal abuse.
  - **Social:** Excluding someone, spreading rumours, or damaging relationships.
  - **Cyber:** Bullying through digital platforms, including social media and messaging.

## 3. Objectives

- **3.1 Goals:**
  - Prevent and address all forms of bullying within the academy.
  - Promote a positive and inclusive culture.
  - Ensure all members feel safe and respected.

## 4. Roles and Responsibilities

- **4.1 Designated Safeguarding Officer:** Responsible for responding to incidents. Contact details are available on our website [www.iconicfootballacademy.com](http://www.iconicfootballacademy.com) 'Safeguarding'
- **4.2 Staff and Volunteers:** Expected to model respectful behaviour and intervene in bullying situations.
- **4.3 Players:** Encouraged to report bullying and support peers.

# ANTI-BULLYING POLICY

## 5. Reporting and Response Procedures

- **5.1 Reporting Channels:** Incidents can be reported in person or via WhatsApp to the Safeguarding Officer.
- **5.2 Investigation:** All reports will be thoroughly investigated to determine the facts and appropriate actions.
- **5.3 Resolution:** A resolution plan will be developed, which may include mediation, counselling, or disciplinary action.
- **5.4 Confidentiality:** All reports are handled with confidentiality to protect those involved.

## 6. Prevention and Education

- **6.1 Training:** Regular training sessions for staff and players on recognizing and preventing bullying.
- **6.2 Awareness Campaigns:** Initiatives to promote a positive culture and educate about the impact of bullying.

## 7. Support Services

- **7.1 Counselling:** Access to professional counselling for those affected by bullying.
- **7.2 Peer Support:** Programmes to encourage peer support and positive relationships.

## 8. Monitoring and Evaluation

- **8.1 Continuous Monitoring:** Ongoing evaluation of bullying incidents and the effectiveness of the policy.
- **8.2 Annual Review:** The policy will be reviewed annually, incorporating feedback from players and staff to ensure continuous improvement.