



## Violent Behaviour & Anti –Bullying Policy



### Policy Definition

#### Definition

Bullying is any behaviour which is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, happens again and again as part of a pattern of behaviour and can continue for a long period of time. It always reflects the abuse of power, with one (or more) person(s), a victim and the other, a bully. It is the dominance of the powerful over the powerless.

#### Bullying includes:

- Physical: Pushing, kicking, hitting, pinching and other forms of violence or threats of violence.
- Verbal: Name calling, sarcasm, spreading rumours, persistent teasing
- Emotional: Excluding, tormenting, ridicule, and humiliation
- Racist: Racial taunts, graffiti, gestures
- Sexual: Unwanted physical contact or abusive gestures.
- Cyber: Abuse through the medium of the internet or mobile phone technology.
- LGBT: Verbal or physical abuse against a person who is perceived by the aggressor to be gay, lesbian, bisexual, transgender, including persons who are actually heterosexual or of non-specific or unknown sexual orientation.

At Horwich RMI AFC coaches, parents and children work together to create a happy, caring, safe environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Bullying can be brought to the attention of the coaches or the Chairman & Welfare Officer either by the victim(s), their teammate(s), their parent(s) or other interested people.

Our Policy Documentation is designed to promote healthy attitudes towards others -it actively promotes positive behaviour and controls anti-social tendencies at training and at matches. Incidents of bullying will be logged systematically by the Club Secretary.

Behaviour will be treated as 'bullying' when a player (or adult) ignores club rules and instructions to target an individual or group repeatedly. It will also deal with a player(or adult) who repeatedly uses violence, extortion or threats towards different club members at different times. Incidents of bullying/violent behaviour have to be fully investigated by coaches and the Club Committee before they can be recorded



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accurately. All members of the club need to know that someone is ready to listen and act on proper and fair information, and that action is seen by all to take place.

Members of the club are expected to show respect to all adults and children within the academy and violent or threatening behaviour is not tolerated. Therefore, coaches are not expected to 'handle' players. If on any rare occasion, violent behaviour is an issue, coaches will attempt to guide other players away from the situation before approaching the child displaying the behaviour. In extreme circumstances, it may be necessary for coaches to physically remove, using reasonable means, a child displaying violence in order to protect other members of the club.

Steps to take to deal with bullying and aggressive behaviour.

1. Ensuring that all members of the club are safe from harm in the immediate instance.
2. Advise the Welfare Officer/Club Secretary.
3. Discuss with the victim. Where possible speak to witnesses.
4. Identify the accused adult or child and take their version of events.
5. Inform parents.
6. Log the issue and continue to monitor if this is an isolated incident rather than sustained bullying. (It may be necessary to follow the steps below in point 7 if the incident was isolated but of serious significance e.g. extreme violence/aggression.)
7. If bullying is taking place, or more incidents of violent behaviour occur on different victims, then sanctions will be applied such as
  - Suspension from training
  - Suspension from matches
  - Permanent exclusion from the club.

Contacts: Club Welfare Officer: Julie Thompson

Club Secretary: Paul Sumner

Club Discipline Officer: Mike Fish