



**NORTH
LINDUM
HAWKS**

#CREATE#COURAGE#CHALLENGE

Anti Bullying Policy



Statement of intent:

North Lindum Hawks Football Club are committed to providing a caring, friendly, and safe environment for all our members so they can participate in football in a relaxed environment and secure atmosphere. Bullying of any kind is not acceptable at our club and will be dealt with promptly. Anyone who knows that bullying is happening is expected to tell the Club Welfare officer.

North Lindum Hawks Football Club is committed to playing its part to teach players to treat each other with respect.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It can be:

- Emotional – being unfriendly, excluding (emotionally and physically, sending hurtful text messages, tormenting (e.g., hiding football boots/shin guards, threatening gestures)
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focussing on, the issue of sexuality.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.

Cyber Bullying:

This is when a person uses technology i.e., phones or the internet) to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident which it takes place online and bystanders can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts – bullies no longer rely on being physically near to a young person.

Trolling:

This is the name given to posting deliberately offensive comments on people's social media pages aimed at causing distress and upset. This type of behaviour could result in legal action.

Approved by:

Chairman: Chris Roe

Club Secretary: Louis Bradley

Club Welfare Officer: Caela O'Hara-Barnes

Date: 1st August 2023

Review Date: 1st August 2023

Respect





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Prevention:

North Lindum Hawks Football Club has a Constitution and Codes of Conduct, which details what is acceptable behaviour for all members. The Club Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue. North Lindum Hawks Football Club requires that all club members and parents must sign and accept the constitution and Codes of Conduct upon joining the club.

North Lindum Hawks are committed to ensure our websites and social networking pages are used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy. We have signed up to the Kick It Out Equality Charter to end abuse and kick discrimination out of our game.

Signs of Bullying:

A child may indicate by signs or behaviour that he or she is being bullied. These can include:

- 🕒 Says he or she is being bullied.
- 🕒 Becomes withdrawn, anxious, or lacking in confidence.
- 🕒 Is frightened to say what's wrong.
- 🕒 Feels ill before training sessions.
- 🕒 Is unwilling to attend club sessions.
- 🕒 Comes home with clothes torn or training equipment damaged.
- 🕒 Has unexplained cuts or bruises?
- 🕒 Have possessions gone 'missing'?
- 🕒 Asks for money or starts stealing money (to pay the bully)
- 🕒 Gives improbable excuses for the above

These signs and behaviours could be indicative of other problems, but bullying should be considered a possibility and therefore investigated.

All bullying behaviour or threats of bullying will be investigated by the club and the necessary action taken.

How To Act:

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying to learn different ways of behaving. The club has a responsibility to respond promptly and effectively to issues of bullying.

- 🕒 Report bullying incidents to the Club Welfare Officer
- 🕒 In cases of serious bullying, the incidents will be referred to senior club members for advice and possibility to the FA Case Management System
- 🕒 Parents should be informed and will be asked to meet to discuss the problem.

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- If necessary and appropriate, the Police will be consulted.
- An attempt will be made to help the bully (bullies) alter their behaviour.
- If mediation fails and the bullying is seen to continue, the club will initiate disciplinary action under the club constitution.

Club Action

If the club decides it is appropriate to deal with the situation, the following procedure will be followed:

- Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
- If this fails/is not appropriate, a small panel (made up of Chairman, the Club Welfare Officer, and Club Secretary as a minimum) should meet with the parent/carers and the child alleging bullying to get details of the allegation. Minutes will be taken for clarity, which should be agreed by all as a true account.
- The same three members should meet with the alleged bully and parents/carers and put the incident raised to them to answer and give their view of the allegation. Minutes will again be taken and agreed again as a true account.
- If bullying has in their view taken place, the individual will be warned and put on notice of further action, i.e., temporary, or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
- In some cases, the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure bullying is not being repeated.
- All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e., the warning.

In the case of adults reported to be bullying anyone with the club under 18:

- The Club Welfare Officer should always be informed and will advise on action to be taken where appropriate.
- A full investigation will take place and Safeguarding at the FA will be informed.
- Following a full investigation, appropriate action will be taken which could mean being removed from the club.
- More serious cases may need to be referred to the police and/or Social Services.

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