



Berkhamsted Raiders Community Football Club

Kitchener's Field, Castle Hill. Berkhamsted, HP4 1HE



Anti-Bullying Policy

Berkhamsted Raiders CFC is committed to providing a caring, friendly and safe environment for all of our members so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the Club Welfare Officer or any Committee Member.

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. Bullying can be:

- Emotional - being unfriendly, excluding (emotionally and physically), sending hurtful text messages and 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.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

Individuals who are bullying need to learn different ways of behaving. This club has a responsibility to respond promptly and effectively to issues of bullying.

Signs and Indicators

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training equipment damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above

In more extreme cases:

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Club Procedures

1. Report bullying incidents to the appropriate Club Welfare Officer or a member of the clubs committee or contact the County FA Welfare Officer. In the first instance, the CWO will collect evidence in the form of statements, take any necessary short-term action to safeguard the child being bullied and, if considered necessary, refer the matter to the Football Management Committee to be dealt with under the procedure outlined below.
2. In cases of serious bullying, the incidents may be referred to the County FA Welfare Officer for advice and possibly to The FA Case Management Team.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. An attempt will be made to help the bully (bullies) change their behaviour.
6. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution

Recommended club action

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

- 1 Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
- 2 If this fails/not appropriate a small panel from the Football Management Committee will meet with the parent and child alleging bullying to get details of the allegation. Minutes will be taken for clarity, which will be agreed by all as a true account.
- 3 The same panel will meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes will again be taken and agreed.
- 4 If bullying has in the panel's 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 will be given as to whether a reconciliation meeting between parties is appropriate at this time.
- 5 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 Football Management Committee will monitor the situation for a given period to ensure the bullying is not being repeated.
- 6 All coaches involved with both individuals will be made aware of the concerns and the Board of Trustees informed

In the Case of Adults Reported to be Bullying Anyone Within the Club Under 18:

1. The County FA Welfare Officer will always be informed and will advise on action to be taken where appropriate.
2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, The FA's Safeguarding Children Education Programme may be recommended.
3. More serious cases may be referred to the Police and/or Children's Services