



ANTI-BULLYING POLICY

PEOPLE RESPONSIBLE: All members of Hamsey Rangers Football Club

RATIONALE

The aim of our anti-bullying policy is to clarify for players, managers and parents/carers that bullying is always unacceptable. We wish to encourage an environment where independence is celebrated and individuals can flourish without fear. Every member of the club community has the right to be safe and happy in the club, and to be protected when he/she is feeling vulnerable.

DEFINITION OF BULLYING

Bullying is repeated behaviour which makes other people feel uncomfortable or threatened whether this is intended or not. It involves an abuse of power and can hurt, intimidate, frighten, harm, humiliate, undermine or exclude. Bullies often pick on anything that makes a person 'different' and can be racist, sexist, homophobic or based on SEN, disability, appearance or family background.

There are different sorts of bullying, but the four main types are:

Physical	Hitting, kicking, taking or hiding belongings such as money
Verbal	Name calling, teasing, insulting, writing unkind notes and issuing threats
Emotional	Being unfriendly, excluding, tormenting, spreading rumours, looks and intimidation
Cyber Bullying	Involves the use of information and communication technologies such as e-mail, cell phone and pager text messages, instant messaging, defamatory personal web sites, blogs, online games and defamatory online personal polling web sites, to support deliberate, repeated, and hostile behaviour by an individual or group, that is intended to harm others.

POSSIBLE SIGNS

People who are being bullied show changes in behaviour, such as becoming shy and nervous, feigning illness or clinging to adults. They may show changes in their work patterns, may lack concentration or may even truant from school.

ENCOURAGEMENT TO TELL

It is important that we create an atmosphere in the club where players or adults who are being bullied, or others who know about it, feel that they will be listened to and believed, and that action taken will be swift but sensitive to their concerns.

Not telling protects the bully or bullies and gives the message that they can continue, perhaps bullying others too.

PROCEDURES

In the first instance, it is important to make it clear to the victim that revenge is not appropriate and to the bully that his/her behaviour is not acceptable, and has caused distress. Every effort will be made to resolve the problem through restorative justice approaches: reconciliation, healing, counseling of both parties, and through the use of sanctions where necessary.

Parents/carers of both parties (where appropriate) will be informed of what has happened, and how it has been dealt with. It is vital that everything that happens is carefully recorded in a clear factual way.

ADVICE FOR PLAYERS/YOUNG PEOPLE

- Remember that all people have a right not to be bullied.
- Remember that no one deserves to be bullied. You do not have to feel ashamed if it happens to you.
- If a person is bullied they should tell someone whom they trust as soon as possible.
- Ask parents/carers, family or your manager for advice and help.
- If a person sees someone else being bullied, they should not stand by watching as doing nothing can suggest support for the bully.
- If a person sees another person being bullied they should tell an adult AT ONCE.
- You can anonymously write a note to a committee member or manager/coach to report bullying incidents.

ADVICE FOR PARENTS/CARERS

- Watch for early signs of distress in children such as:
 - Reluctance to go to school
 - Pattern of minor illnesses
 - Damaged possessions/clothing
 - Missing items of equipment
 - Aggression to brothers/sisters
 - Mood swings/character changes

These symptoms may not always be an indication of bullying but some other difficulty.

- Listen, take seriously and act upon all information you receive. Try to establish, Who? What? When? and Where?
 - If you your child is being bullied contact Hamsey Rangers IMMEDIATELY. Your child may be worried that telling the club will make matters worse. Reassure him/her that the club will not take hasty action but will listen to the concerns and agree with you and him/her what the appropriate steps should be.
 - With the appropriate member of management/committee, devise strategies that will help your child and provide him/her with support inside and outside of club.
- a. Do not encourage your child to hit back. It will only make matters worse.
b. Encourage your child not to try to meet the bully's demands.

ADVICE FOR: MANAGERS/COACHES

- Be vigilant at all times - ensure that the players/young people are appropriately supervised at all times and that the individual(s) who feels vulnerable know that they can always seek advice/support from an adult.
- If you suspect bullying is happening, talk to the person(s) concerned. As soon as there is problem, either ask the person(s) to write down what has happened or do it yourself so that it can be passed on to the appropriate manager/committee member.
- The child welfare/child protection officer for Hamsey Rangers is Audrey Barrett.

CONCLUSION

Hamsey Rangers will ensure that players, parents/carers and other adults associated with the Club are fully aware of this policy.

Any known bullying will always be investigated thoroughly at Hamsey Rangers and a written record of all reported incidents will be kept (including follow up actions).

The parents/carers of all players will receive a copy of this policy when their children join the club.