



TANKERTON FOOTBALL CLUB

www.tankertonfc.co.uk
Registered Charity no. 1154570

Tankerton Football Club (TFC) Anti Bullying Policy (Adults and Children)

1. Statement of intent.

Tankerton Football club is committed to promoting a caring, friendly and safe environment for all our members (Children and Adults) so that they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at TFC.

If bullying does occur, all club members and parents/carers should be able to tell their club about this and know that incidents will be dealt with promptly and effectively by the club.

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. TFC is committed to playing its part in teaching players to treat each other with respect.

2. What is Bullying?

Bullying is the repetitive, intentional hurting of one person, or group by another person, or group, where the relationship involves an imbalance of power. It can happen face to face or through cyberspace and comes in many different forms.

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Bullying 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.

3. 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.

TFC has a responsibility to respond promptly and effectively to issues of bullying.

4. Objectives of this Policy

- All club members, coaches, officials and parents/carers should have an understanding of what bullying is.
- All club members, officials and coaching staff should know what the club policy is on bullying and follow it when bullying is reported.
- All players and parents/carers should know what the club policy is on bullying, and what they should do if they become aware of bullying.

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As a club we take bullying seriously. Players and parents/carers should be assured that they would be supported when bullying is reported. Bullying will not be tolerated. All club members, coaches, officials and parents/carers should have an appreciation of the signs and indicators of bullying.

Children and adults may indicate by signs or behaviour that he or she is being bullied. TFC members, coaches and volunteers should be aware of these possible signs and 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.

Or, in more extreme cases, if a child:

- Starts stammering.
- Cries themselves to sleep at night or has nightmares.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other people or siblings.
- Stops eating.
- Attempts or threatens suicide or runs away.

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

5. Procedures

1. Report bullying incidents to a member of the club committee or contact the County Football Association Child Protection Officer (CFA CPO) on [Tel 01622 792140](tel:01622792140).
2. In cases of serious bullying, the incidents will be referred to the CFA CPO for advice and possibly to the FA Case Management System
3. Parents/carers should be informed and will be asked to come in for a meeting to discuss the problem.
4. If necessary and appropriate, Police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

6. Recommended Club Action

If the club decides that it is appropriate for them to deal with the situation the procedure outlined below shall be followed.

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1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails or is not appropriate, a small panel (made up from chairman, club welfare officer, secretary, committee members) shall meet with the parents/carers and adult or child alleging bullying to get details of the allegation. Minutes shall be taken for clarity, which should be agreed by all as a true account. The same panel shall then 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 should again be taken and agreed.
3. If bullying has in panel's view occurred then the Club's disciplinary procedure will be followed, and an appropriate sanction levied reflecting the seriousness of the event(s). Sanctions may include:
 - The Player or member may be cautioned as to their conduct (verbal or written warning)
 - Fines and suspensions
 - Exclusion from specified number of matches or training sessions
 - Removal from team for remainder of current season
 - Refusal to register with team for future season.
 - A mandated FA course for re-education depending on the severity and circumstance.
 - Expulsion from the club.
 - Any other penalties or suspensions as decided by the Disciplinary Committee

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4. Consideration shall be given as to whether a reconciliation meeting between parties is appropriate at this time. In some cases, the parent/carers of the bully or bullied player may be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee will monitor the situation for a given period to ensure the bullying is not repeated. All coaches involved with both individuals shall be made aware of the concerns and outcome of the disciplinary process.

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

1. The CFA CPO shall 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 Child Protection and Best Practice awareness training may be recommended.
3. More serious cases may be referred to the Police and/or Social Services.

8. Prevention

- Tankerton FC has a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.
- All club members and parents will sign to accept the constitution upon joining the club.
- 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 openly and constructively.

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9. Equality, Safeguarding and Equal Opportunities Statement

TFC, in all policies and procedures, will promote equality of opportunity for all players and volunteers from all social, cultural and economic backgrounds and ensure freedom from discrimination on the basis of membership of any group, including gender, sexual orientation, family circumstances, ethnic or national origin, disability, religious or political beliefs.

TFC aims:

- To provide equal opportunities for all
- To foster good relations and create effective partnerships with the local community.
- To provide an environment free from fear and discrimination, where diversity respect and dignity are valued.

All aspects of safeguarding will be embedded into the life of the club and are to be adhered to and be the responsibility of all.

Policy Version Control. Summary of Changes:

Policy	Version	Reason for Change	Effective Date	Next Review	Author
Anti Bullying	3.0	Policy Rewrite.	1.2.24	1.1.25	VO

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