



CHICHESTER RANGERS FC

ANTI-BULLYING POLICY

We are committed to providing a caring, friendly and safe environment for all our members so that they can participate in activities a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members should know that incidents will be dealt with promptly and effectively.

Anyone who has knowledge that bullying is happening is expected to tell the Club Welfare Officer or any other club officer. The club is committed to playing its part in teaching players to treat each other with respect.

What is Bullying?

Bullying is the use of aggression with the intention of hurting or distressing another person. This can be:

- **Emotional** (being unfriendly, excluding others, sending hurtful messages, tormenting)
- **Physical** (pushing, kicking, hitting, punching, intentionally tripping up)
- **Sexual** (unwanted physical contact or sexually abusive comments)
- **Discrimination** (racial, sexist or homophobic comments, jokes about disabilities)
- **Verbal** (name-calling, spreading rumours, teasing)

Cyberbullying

This is when a person uses technology, e.g. mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when 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 as bullies no longer have to be physically near their target making it easier.

Trolling

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

Our Commitment

This club commits to ensure that our website and/or social networking pages are being used appropriately and that any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

Bullying hurts, and 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 around bullying.

Objectives of this Policy

The objective of this policy is that:

- All club members, coaches, officials and parents understand what bullying is.
- All club officials, managers and coaching staff know what the club's policy is on bullying, and follow it when bullying is reported.
- All players and parents know what the club policy is on bullying, and what they should do if bullying is reported.
- Everyone in the club knows that bullying will not be tolerated.

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

- Says they are being bullied.
- Is unwilling to go to training sessions or matches.
- Becomes withdrawn, anxious or lacks in confidence.
- Feels ill before training sessions or matches.
- Comes home with clothes torn or possessions damaged.
- Has possessions "go missing".
- Has unexplained cuts or bruises.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.

In more extreme cases, the child may:

- Start stammering.
- Cry themselves to sleep at night or have nightmares.
- Become aggressive, disruptive or unreasonable.
- Bully other children or siblings themselves.
- Stop eating.
- Attempt to or threaten suicide or running away from home.

Bullying as a Result of Discrimination

Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability or ability.

Generally, these forms of bullying look like other sorts of bullying, but in particular it can include:

- Derogatory remarks about girls or women, such as suggesting that girls and women are inferior to boys and men.
- Derogatory remarks about race or skin colour, such as that black, Asian and ethnic minority people are not as capable as white people.
- Spreading rumours that someone is gay or suggesting that something or someone is inferior and so they are “gay”.
- Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental or emotional developmental delay.
- Referring to someone by the colour of their skin, rather than their name.
- Using nicknames that have racial connotations.
- Isolating someone because they come from another country or social background etc.
- Hitting, punching, kicking, sexual assault, or threatening behaviour.
- Using online spaces to spread rumours about someone or exclude them.
- Sending hateful or derogatory messages on social media platforms or by text message.

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated or undervalued. Members must understand that discriminatory language and behaviour will not be tolerated in this club.

Procedures

If an incident occurs, members should be informed that discriminatory language is offensive and will not be tolerated. If a member continues to make discriminatory remarks, explain in detail the effects that discrimination and bullying has on people. If it is a young person making the remarks, their parents should be informed just as in any breach of the club's Codes of Conduct and this anti-bullying policy.

If a member makes persistent remarks, they should be removed from the training session or match in line with managing challenging behaviour. The Club Welfare Officer or other club officer should talk to them in more detail about why their comments are unacceptable.

If the problem persists, the member should be made to understand the sanctions that will apply if they continue to use discriminatory language or behaviour. Consider inviting the parents/carers to the club to discuss the attitudes of the member in line with the procedures in this policy.

As a club, we will report bullying incidents to the Club Welfare Officer or another club officer in the first instance. We will investigate, and if appropriate attempt to help the bully change their behaviour. If mediation or attempts to help fail and bullying is seen to continue, the club will begin disciplinary action.

In cases of serious bullying, the club may:

- Report the incidents to the Sussex County FA's Welfare Officer.
- Report the incidents to The FA Case Management Team.
- Require parents to attend a meeting with the Management Committee to discuss the problem.
- Contact the police and report the incidents.

Club Actions

If the club decides it is appropriate for them to deal with the situation internally, we will follow the procedure below:

1. Reconciliation by getting the parties together. A genuine apology may solve the problem.
2. If Step 1 fails, a small panel (made up of club officers) will meet with the child (and their parent) that is 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 club officers will meet with the alleged bully and their parent and put the incident raised to them to answer and give their view of the allegation. Minutes will be taken for clarity which will be agreed by all as a true account.
4. If bullying has in their view taken place, the individual should be warned and put on notice of further action, e.g. temporary or permanent suspension.
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 Club Welfare Officer will monitor the situation for a given period of time to ensure that bullying is not being repeated.
6. All coaches involved with both individuals will be made aware of the concerns and outcome of the process.

Adults Bullying Children

In the event that an adult is seen or reported to be bullying a child, the Sussex County FA Welfare Officer will be informed and will advise on what action is to be taken. This may include action by The FA Safeguarding Team.

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.

Serious cases may be referred to the police and the local authority's Children's Social Care team.