

## **STAFFORDSHIRE SURGE ANTI BULLYING POLICY:**

The Club Anti Bullying Policy sets out how we feel about bullying at the **Staffordshire Surge**, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

### **Bullying:**

- All forms of bullying will be acted upon.
- Everybody in the club or organisation has a responsibility to work together to stop bullying.
- Bullying can include online as well as offline behaviour.
- Bullying behaviour can include:

Physically pushing, kicking, hitting, pinching etc. - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others - posting of derogatory or abusive comments, videos or images on social media - racial, homophobic, transphobic or sexist comments, taunts or gestures - sexual comments, suggestions or behaviour - unwanted physical contact.

### **Our club or organisation will:**

- Recognise its duty of care and responsibility to safeguard all players from harm.
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures.
- Ensure that bullying behaviour is not tolerated or condoned.
- Require all members of the club/organisation to sign up this policy.
- Take action to investigate and respond to any reports of bullying from children and young people.
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour.
- Ensure that coaches are given access to information, guidance and training on bullying.

### **Each participant, coach, volunteer or official will:**

- Encourage individuals to speak out about bullying behaviour.
- Respect every child's need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Respect the feelings and views of others.
- Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued.
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see.
- Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour.

### **Supporting children:**

- We'll let children know who will listen to and support them.
- We'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
- Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out.
- We'll make sure children are aware of helpline numbers.
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously.
- Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved.
- Children experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment.
- Those who display bullying behaviour will be supported and encouraged to develop better relationships.
- We'll make sure that sanctions are proportionate and fair.

### **Support to the parents/guardians:**

- Parents or guardians will be advised on the club or organisation's bullying policy and practice.
- Any experience of bullying behaviour will be discussed with the child's parents or guardians.
- Parents will be consulted on action to be taken (for both victim and bully) and we'll agree on these actions together.
- Information and advice on coping with bullying will be made available.
- Support will be offered to parents, including information from other agencies or support lines.

### **Useful contacts:**

<b>BAFA:</b>	<a href="mailto:Safeguarding@britishamericanfootball.org">Safeguarding@britishamericanfootball.org</a>
<b>NSPCC Helpline:</b>	0808 800 5000
<b>Childline:</b>	0800 1111 / <a href="http://www.childline.org.uk">www.childline.org.uk</a>
<b>Kidscape:</b>	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
<b>Anti-Bullying Alliance:</b>	<a href="http://www.antibullyingalliance.org">www.antibullyingalliance.org</a>
<b>Martyn Ball:</b>	info@teamsurge.net

This Policy is adapted from the Child Protection in Sport Unit in partnership with the NSPCC.