



Jarrow FC

ANTI-BULLYING POLICY

BULLYING IN FOOTBALL

INTRODUCTION

Through our Constitution and our Chartered Status we recognise the value of each individual child and the basic entitlement of the children within our club to play, to be coached and to grow up in a safe supportive environment, free from abuse, humiliation, oppression and fear.

We believe that relationships are the foundation of all that is positive in our club and constantly seek to raise awareness of our responsibilities towards each other. Our need to build a Community Club founded upon mutual friendship team spirit and respect.

From this position we at Jarrow Football Club believe in one simple and rigorous statement.....

“BULLYING WILL NOT BE TOLERATED”

DEFINITION

Bullying

- ~ Is deliberate and hurtful behaviour
- ~ It is repeated over a period of time
- ~ It is difficult to defend against

Bullying may include:

- ~ Physical - Hitting, pushing, kicking, jostling, damaging or taking of belongings and ganging up on.
- ~ Verbal - Name calling, persistent teasing, abuse, racist and sexist remarks, comment on ability and abuse when mistakes are made on the field of play.
- ~ Emotional - Tormenting, ridicule, spreading nasty stories, excluding from play.

Possible reasons for being bullied.

- Race
- Sex
- New team member
- Disability



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Possible reasons for being a bully

- victim of violence
- enjoyment of power
- creating fear
- copying behavior, at home or on TV

Bullying occurs in children from all backgrounds, cultures, races and sexes from an early age through to adulthood

EARLY SIGNS

Detioration in ability

Withdrawn

Spurious illness

Isolation

Desire to remain with adults

Erratic attendance

General unhappiness

PREVENTION IS BETTER THAN CURE.

WORKING WITH PARENTS.

Encourage parents not to give permission for bullying by saying;

- you must have done something to deserve it
- go and hit back
- don't be a wimp
- boys will be boys
- it will sort itself out
- its all part of growing up
- take it like a man
- you must learn to look after your self
- don't tell tales etc



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RECOGNISE THE DIFFERENCE BETWEEN BULLYING AND BOSSINESS

BULLYING....

- Focused on younger, smaller children
- Increasingly reliant on threat and force
- Desire to hurt threaten and fright
- Play which spoils other children's games
- Showing violence and hostility

BOSSINESS....

- Bossing whoever is around at the time
- Usually grow out of this as they mature
- Learn more social skills
- Not vindictive
- Not unfriendly

AIMS

- ~ To establish a caring co-operative ethos throughout the Club
- ~ To help children grow in confidence and security towards their full potential
- ~ To make sure they feel comfortable in all environments

OBJECTIVES

1. To ensure the Policy is shared by all in the club, i.e. Coaches, Management, Secretaries, Treasurers, Parents but most of all children.
2. To **RAISE** awareness of possible bullying and recognise the indications.
3. To develop a consistent approach by all involved.
4. To give positive support to victims of bullying.
5. To help bullies change their behaviour to conform to the club ethos.
6. To ensure a prompt and effective response.
7. To provide a forum for children to consider and discuss issues of behaviour.

OUR RESPONSE TO BULLYING

- ~ Build a system of praise and recognition for co-operative behaviour in each team
- ~ Reinforce the policy at training sessions and matches
- ~ Be attentive to early signs of stress
- ~ Encourage players to support each other by preparing "TO TELL"



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RESPONDING TO AN INCIDENT

Direct action is essential to reinforce the message that **BULLYING** is unacceptable and **WILL NOT BE TOLERATED**

1. Coach to investigate.
2. Incidents to be reported to Management Committee.
3. Victim and Bully to be interviewed (with parent).
4. Appropriate action will include ...
 - a. An apology to the victim
 - b. Support for victim
 - c. Support for bully i.e... Behaviour modification
5. Other actions may include;
 - a. Sanctions against Bullies – loss of privileges i.e. from selection in games etc
 - b. Inform parents
 - c. Expulsion from the club and future clubs to be informed of incidents

OUR RESPONSE TO VICTIMS

1. Be prepared to listen.
2. Ensure victim receives an apology
3. Provide for the child's safety – supervision etc
4. Where appropriate - Problem solving discussions directed at finding a solution and stopping recurrence may avert the need for sanctions and rebuild confidence and relationships.
5. Follow up and ensure behaviour is not being continued.



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RECORD KEEPING

All serious incidents of bullying must be recorded. The record will identify;-

1. The parties involved.
2. When and where the incident happened.
3. What happened – parties involved to write their own account of incident.
4. Action taken by Management Team.
5. Follow up procedure.

Accurate records of incidents will protect the team if a family takes legal action against the club. The Management Committee has the responsibility for reviewing and managing records.

IMPLEMENTATION

1. Regular discussions at monthly meetings will ensure implementation.
2. Constant development of our club anti bullying ethos
3. Parents and Management will be given the opportunity to contribute to its implementation through;-
 - a. Annual reports to parents
 - b. Good behaviour booklet
 - c. Response to incidents, interviews meetings etc

EVALUATION

The effectiveness of the policy will be reviewed and evaluated to monitor how appropriate and successful the policy has been in reducing incidents of bullying and enhancing the ethos of the club.

The policy will be considered annually and amended and updated as necessary.

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