



Ryde Saints Football Club

Anti-Bullying Policy



Part 1: Statement of Intent and Commitments

Ryde Saints Football Club are committed to providing a caring, friendly and safe environment for all our members, so they can participate in football in a positive, enjoyable and secure atmosphere. Bullying of any kind is unacceptable at Ryde Saints Football Club. 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.

Ryde Saints 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.

Ryde Saints is committed to playing its part to teach players to treat each other with respect.

Ryde Saints Football Club will make all reasonable endeavours to ensure that:

- All club members, coaches, officials and parents/carers should have an understanding of what bullying is.
- The clubs anti-bullying policy should be shared with all parents/carers and their child(ren), ideally this will happen when they join.
- Parents/carers and players should understand what they should do if bullying occurs.
- Players and parents/carers should be assured that they would be supported when bullying is reported.



Part 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:

- Verbal: Name calling, persistent teasing, mocking, taunting and threats.
- Physical: Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.
- Emotional: Excluding, tormenting, ridiculing, humiliation, isolating or spreading rumours.
- Cyberbullying: The misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation (see below).

Examples of cyberbullying include:

- Abusive comments, rumours, gossip and threats made using digital communications and/ or technologies - this includes internet trolling.
- Sharing pictures, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation.
- Hacking into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person.
- Creating dedicated websites that intend to harm, make fun of someone or spread malicious rumours.
- Pressurising someone to do something they do not want to such as sending a sexually explicit image.

Ryde Saints commits to ensuring our online facilities are being used appropriately, and that any bullying, including online, will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

**RYDE SAINTS FOOTBALL CLUB
EST 1995**



People can be targeted for any reason, but people who bully others often target 'difference' and bullying can be a form of wider discrimination. For example, bullying behaviour may be:

- Racist: Targeted at ethnicity, skin colour, and language, religious or cultural practices.
- Homophobic, biphobic and/or transphobic: Targeted at actual or perceived sexuality and/or gender.
- Sexual and/or sexist: Sexual and/or sexist behaviour that is intended to cause offence, humiliation or intimidation.
- Disablist: Targeted at an impairment or special educational need.
- Targeting any 'difference': Bullying behaviour can also be targeted at 'looks', weight and height, colour of hair, wearing glasses or braces, acne, psoriasis and eczema, scars, marks or conditions of the face or body, body odour, poverty, gifts and talents or family situation (e.g. divorce, bereavement, homelessness).

Everybody at Ryde Saints Football Club and beyond has the right to be treated with respect and no one deserves to be a victim of bullying. Individuals who are bullying need to learn different ways of behaving. Ryde Saints recognises its responsibility to respond promptly and effectively to issues of bullying.



Part 3: Anti-Bullying Procedures

All Ryde Saints Football Club managers, officials and volunteers are required to follow the below procedural steps if bullying is identified or suspected:

1. Report the bullying incidents to the Club Welfare Officer or a member of the club's committee.
2. In cases of serious bullying, the incidents will be referred to the County FA Designated Safeguarding Officer for advice and possibly to The FA Case Management Team.
3. Parents/carers should be informed and will be asked to attend a meeting to discuss the problem.
4. If necessary and appropriate, the 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 or bullies to understand and change their behaviour.
7. If mediation fails and the bullying is seen to continue, Ryde Saints Football Club will initiate disciplinary action under the club's codes or constitution.

If the club decides that the level of bullying is appropriate to be managed by the club, and this will be a decision for the Club Welfare Officer to decide taking into account the views of the team coaches or managers, the following steps are strongly recommended:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem, subject to the agreement of the alleged victim of the bullying.
2. If this fails or is not appropriate, a small panel of no less than three persons (composed from the Chairperson, Club Welfare Officer, Secretary, committee members) should meet with the parent/carer and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.



3. The same panel should meet with the alleged bully and parent/carer and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If the panel conclude that bullying has taken place, the individual should be warned and put on notice of further action i.e. a personal development plan which includes demonstrating understanding of the consequences of their actions, or temporary or permanent suspension if the bullying continues. Consideration should be given as to whether further reconciliation meetings between the parties is appropriate at this time.
5. In some cases the parent/carer 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 committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. 6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

In the case of adults reported to be bullying anyone within the club under 18:

1. The County Designated Safeguarding Officer must be informed and will advise on action to be taken where appropriate. This may include action by The FA Safeguarding Team.
2. 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.
3. More serious cases may be referred to the Police and/or Children's Social Care.



Part 4: Bullying Prevention

Ryde Saints Football Club is equally committed to preventing bullying as it is to resolving it. To that end the club will make the following preventative steps:

- The club will always be bound a written constitution or code of conduct (or both) which includes what is acceptable and proper behaviour for all members.
- The anti-bullying policy will be part of the written constitution or code of conduct (or both).
- All club members and parents/carers will be required to acknowledge and accept the provisions of the written constitution or code of conduct (or both) 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.