



# EASTBOURNE BOROUGH YOUTH FOOTBALL CLUB

[www.ebyfc.net](http://www.ebyfc.net)



## ANTI BULLYING POLICY

Revised August 2009

### Statement of Intent

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

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.

### What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

### Bullying can be:

- Emotional-being unfriendly, excluding (emotionally and physically), sending hurtful text messages, msn ,e-mails and 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.

### 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. Eastbourne Borough Youth have a responsibility to respond promptly and effectively to issues of bullying.

### Objectives of this Policy

- All club members, managers, coaches, officials and parents/carers should have an understanding of what bullying is
- All club members, officials, managers 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 bullying arises
- As a club we take bullying seriously. Player's and parents/carers should be assured that they would be supported when bullying is reported
- Bullying will not be tolerated

### Procedures

1. Report bullying incidents to the club welfare officer or a member of the clubs committee or contact the County Football Association Child Protection Officer (CFA CPO)
2. In cases of serious bullying, the incidents will be referred to the County FA Child protection officer for advice and possibly to the FA Case Management System by the Clubs child welfare officer

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
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.