TIBS FC Anti-Bullying Policy

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all 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 and parents should feel able to inform of incidents and know that they will be dealt with promptly and effectively. This means that anyone who is aware of bullying occurring is expected to inform either the Club Welfare Officer, a Committee Member or Team Manager.

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, making threatening gestures, sending hurtful text message or tormenting e.g. hiding football boots / shin pads
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Verbal – name calling, sarcasm, spreading rumours, teasing etc

Procedure for Reporting Bullying

1. Report bullying incidents to the Club Welfare Officer, a member of The Committee or Team Manager
2. In cases of serious bullying, the incidents will be referred to the County FA Welfare Officer for advice and possibly to the FA Case Management Team
3. Parents will be informed and 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 will 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