



# ANTI-BULLYING POLICY

Coed Darcy Football Club

Implemented: June 5, 2024

Authorized by: Wayne Davies Safeguarding Officer (C.S.O)

At the Club we are committed to providing a caring, friendly and safe environment for everyone so that they can participate in football in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable in our Club. If bullying does occur, players and associates should 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 report it to the CSO or any member of the committee.

## What is Bullying?

Bullying is the use of aggression with the intent to hurt another person. Bullying can be:

- Emotional: being unfriendly, sending hurtful text messages, tormenting (e.g. hiding property, threatening gestures)
- Physical: pushing, kicking, punching or any use of violence
- Racist: taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive or suggestive comments
- Homophobic: focusing on the issue of sexuality
- Verbal: name calling, sarcasm, spreading rumours, teasing

## Why it is important to respond to bullying

- Bullying hurts; no one deserves to be a victim of bullying
- Everyone has the right to be treated with respect
- Individuals who bully need to learn a different way of behaving

The Club has a responsibility to respond promptly and effectively to issues of bullying.  
Objectives of this Policy

- All coaches, officials, players, associates should have a clear understanding of what bullying is.
- All coaches, officials, players, associates should know the Club's policy on bullying and what action to take if bullying occurs.
- We take bullying seriously: all members should be assured that they will receive full support if bullying is reported.
- All coaches, officials, players and members should have an appreciation of the signs and indicators of bullying.



## Indicators

A person may indicate by signs or behavior that he or she is being bullied. Senior members of staff should be aware of these possible signs and investigate further if any person:

- Says he or she is being bullied
- Is unwilling to attend sessions
- Becomes withdrawn, anxious or lacking in confidence
- Feels ill before sessions
- Comes home with clothes or equipment regularly torn or damaged
- Has possessions that 'go missing'
- Asks for money or steals (to pay the bully)
- Has unexplained cuts or bruises
- Gives improbable excuses for any of the above and appears frightened

Or, in more extreme cases, if a person:

- Develops a stammer
- Cries themselves to sleep or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Displays bullying tendencies towards others
- Stops eating
- Attempts or threatens suicide or runs away

Of course, these signs and behaviors may indicate other problems, but bullying should be considered a possibility and investigated.

## Procedures

- Report all incidents to the designated CSO or a member of the committee.
- If necessary and appropriate the Police will be consulted.
- The bullying behavior or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully/bullies recognise and change their behavior
- If mediation fails and the bullying continues the CLUB will initiate a formal investigation and possible disciplinary action.
- All coaches involved with both the bully and the player being bullied, should be made aware of the concerns and the outcomes of the process.

## In the case of adults reported to be bullying anyone in the club under the age of 18

- The CSO should always be informed and will advise on the appropriate course of action. This may include initiating an investigation and possible disciplinary action.
- In most cases where the allegation is made regarding a team manager, official or coach, the FAW's Safeguarding Workshop will be recommended to the individual.
- More serious cases will be referred to the Police and/or Social Services.