



## Scunthorpe United Academy Anti-Bullying Policy

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our members, so that 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 Academy members or parents should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a **TELLING** club.

We recognise as a club that we have a duty of care and a responsibility to safeguard all players from harm. This means that anyone who knows that bullying is happening is expected in the first instance to inform the age group Coach. If the problem persists then the Head Coach at the relevant "Phase" should be informed. If the bullying is extreme, then the Child Protection/Welfare Officer and the Academy Manager should be informed. **(Child Protection/Welfare Officer or Academy Manager Tony Daws).**

**Bullying is an offence under the Protection from Harassment Act 1997** (Any child over the age of 10 can be prosecuted under the act).

### 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.

Repetitive and persistent.

Involving an imbalance of power.

Causing feelings of distress, fear, loneliness or lack of confidence.

### **Bullying can be:**

- **Emotional** – being unfriendly, excluding (emotionally and physically), sending hurtful text or instant messages, tormenting (e.g. hiding boots, shin pads, threatening behaviour etc)
- **Physical** – pushing, kicking, hitting, punching or any use of violence.
- **Racist** – racial taunts, graffiti, gestures.
- **Religious** – because of or focusing on the issue of religion or particular religious groupings.
- **Sexual** – unwanted physical contact or sexually abusive comments or actions.
- **Homophobic** – because of or focusing on the issue of sexuality.
- **Transphobic** – because of or focusing on the issue of gender.
- **Verbal** – name calling, sarcasm, spreading rumours, teasing.
- **Coercion** - the action or practice of persuading someone to do something by using force or threats.

## Why is it Important to Respond to Bullying?

- a) Bullying hurts. No one deserves to be a victim of bullying.
- b) Everybody has the right to be treated with respect.
- c) Individuals who are bullying need to learn different ways of behaving.
- d) The Academy has a responsibility to respond promptly and effectively to issues of bullying.
- e) Protect a child, young adult or adult from physical harm.

## Objectives of this Policy

- All Academy members, coaches, officials and parents / carers should have, an understanding of what bullying is.
- All Academy members, officials and coaching staff should know what the Club policy is on bullying and follow it when bullying is reported.
- All players and parent / carers should know what the Club policy is on bullying, and what they should do if bullying arises.
- Everybody in the club has a responsibility to work together to stop bullying.
- As an Academy, we take bullying seriously. Players and parents / carers should be assured that they would be supported when bullying is reported.
- **Bullying will not be tolerated at any level.**
- All Academy members, coaches, officials, and parents / carers should have an appreciation of the signs and indicators of bullying.

## Possible Signs of Bullying

A child may indicate by signs or behaviour that he is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- Says he is being bullied.
- Is unwilling to go to training sessions.
- Becomes withdrawn, anxious, or lacking in confidence.
- Feels ill before training sessions.
- His form has decreased markedly for no apparent reason.
- Comes home with clothes torn or training equipment damaged.
- Have some possessions go "missing"
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises.
- Is frightened to say what is wrong.
- Gives improbable excuses for any of the above.

**Or, in more extreme cases, if a child:**

- Starts stammering.
- Cries them self to sleep at night or has nightmares.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Attempts or threatens suicide or runs away.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

**Procedures**

- Report bullying incidents to the age group coach and / or the Lead Phase Coach and / or the Academy Manager and the Child Protection/Welfare Officer.
- The intensity and “seriousness” and who the perpetrator of the bullying is will determine who to report the allegation to.
- In cases of serious bullying, any incidents may be referred to the CFA CPO (County FA Child Protection Officer) for advice and possibly to the FA Case Management Team.
- Parent / carers should be informed and will be asked to come in for a meeting to discuss the problem.
- If necessary and appropriate, the Police will be consulted.
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.
- If mediation fails and the bullying is seen to continue, then the Academy will initiate disciplinary action under the Club’s rules.

**Recommended Action**

If the Academy decides it is appropriate for them to deal with the situation, then they should follow the procedure outlined below.

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails or is not appropriate a small panel, made up from the Academy Manager, Child Protection Officer, Phase Lead Development Coach and the age group coach should meet with the parents / carers and the child alleging bullying, in order, 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 persons should meet with the alleged bully and his parents / carers and put the incident raised to them in order to answer and give their view of the allegation. Minutes should be taken and agreed.
4. If bullying has in their view taken place, then the individual should be warned and put on notice of further action i.e. temporary suspension or permanent exclusion (termination of Schoolboy Registration) should the bullying continue or restart, at a later date. Consideration should be given as to whether a reconciliation meeting between the parties is appropriate at this time.
5. In some cases, the parents / carers of the bully or bullied player can be asked to attend training sessions and if appropriate. The Phase Lead Coach and the Academy Management Team should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process.

### **In the case of adults reported to be bullying persons U18 within the Club.**

- A. The County Football Associations Child Protection/Welfare Officer should **always** be informed and will advise on action to be taken where appropriate.
- B. It is anticipated, that in most cases where the allegation is made regarding a team manager, official or coach, a “refresher” course of The FA’s Child Protection and Best Practice awareness training will be recommended.
- C. More serious cases may be referred to the Police and/or Social Services

### **Prevention**

- The Academy has a written policy, which includes what is acceptable and proper behaviour for all staff - of which the anti-bullying policy is one part.
- All Academy players and parents / carers will sign to accept the code of conduct upon joining the Club.
- The Child Protection/Welfare Officer will raise awareness about bullying and why it matters. If issues of bullying arise in the Academy, the CPO will consider meeting with staff members to discuss the issue openly and constructively.
- **This policy is based on guidance provided by KIDSCAPE.**
- **Kidscape is a voluntary organisation committed to help prevent child bullying.**
- **KIDSCAPE – 0207 730 3300      [WWW.kidscape.org.uk](http://WWW.kidscape.org.uk)      [WWW.bullying.co.uk](http://WWW.bullying.co.uk)**
- **<https://www.childline.org.uk> – telephone – 0800 1111**
- Scunthorpe United Safeguarding and Welfare Officer Clare De Laloë - [clare.delaloe@scunthorpe-united.co.uk](mailto:clare.delaloe@scunthorpe-united.co.uk)

**End of document – the next page is a confirmation of receipt sign off.**

## Scunthorpe United Academy Anti-Bullying Policy



Please note

This is a dual sign off sheet. Would parents & players sign the parents & players section?

Coach's please sign the Coach's section.

I confirm that I have received a copy of the Academies Anti-Bullying Policy.

### **Players / Parents Sign off:**

Player Name \_\_\_\_\_

Age Group \_\_\_\_\_

Parents Name \_\_\_\_\_

Parents Signature \_\_\_\_\_

Date \_\_\_\_\_

### **Coach's Sign Off:**

Coach's Name \_\_\_\_\_

Age Group Coach's Signature \_\_\_\_\_

Date \_\_\_\_\_

**Please sign and return to the Academy Secretary – Thank You**

**Club Copy - Retain In Staff / Player File - Club Copy**

Thursday, January 6, 2022  
Updated 1 July 2021