



Borough Green Junior Football Club

Howard Passingham Chairman

Mobile : 07958 304792 Email : howard@hps-cad.co.uk



Statement of Intent

We are 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 Borough Green Juniors Club Welfare Officer or any Management 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, tormenting (e.g. hiding player's kit, 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 Verbal - name calling, sarcasm, spreading rumours, teasing Cyber - all areas of internet, such as email & internet misuse Mobile - threats by text messaging & calls Misuse of associated technology - camera & video facilities

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. This club has a responsibility to respond promptly and effectively to issues of bullying. Objectives of this Policy All club members, coaches, officials, parent volunteers and committee members are aware of procedures to deal with bullying; All children and parents should know what the Club policy is on bullying, and what they should do if bullying arises; As a Charter Standard Football Club we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported; Bullying will not be tolerated at Borough Green Juniors Football Club;

Signs and Symptoms A child may indicate that they are being bullied by signs of a change in their behaviour. Adults should be aware of these possible signs and that they should investigate if a child: Is frightened of attending matches or training Sudden changes in their usual routine A sudden unwillingness to attend training Begins to truant Becomes withdrawn anxious, or lacking in confidence Starts stammering Attempts or threatens to run away Cries themselves to sleep at night or has nightmares Consistently feels ill each morning Begins to lack confidence on the training pitch Has possessions which are damaged or 'go missing' Asks for money or starts stealing money Has training monies continually 'lost' Has unexplained cuts or bruises Becomes aggressive, disruptive or

Borough Green Junior Football Club
Incorporating Borough Green Ladies Football Club
Affiliated to the KCFA

Chairman: Howard Passingham; Vice Chairman: Carl Heather; Treasurer: Phil Garland; Secretary: Phill Bennett
Child Protection Officer: Rupert Bonny
Web Site: www.boroughgreenjuniorfc.clubbuzz.co.uk - Facebook: BoroughGreenJFC - Twitter: @BGJFC

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unreasonable Is bullying other children or siblings Stops eating Is frightened to say what is wrong Gives improbable excuses for any of the above

Club Safeguarding Children Policy

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

Procedures

Report bullying incidents to Borough Green Juniors Club Welfare Officer or a member of the Management Committee In cases of serious bullying, the incidents will be referred to the DCFA CPO for advice and possibly to the FA Case Management System County Parents/carers should be informed and will be asked to come in for a meeting to discuss the problem If necessary and appropriate, 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 Borough Green Juniors will initiate disciplinary action under the club constitution

Recommended Club Action

Reconciliation by getting the parties together. It may be that a genuine apology solves the problem; If this fails or is not appropriate a small panel (made up from chairman, club Child Protection Officer, Secretary, Management Committee members) should meet with the parents/carers 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; The same three persons should meet with the alleged bully and parents/carers and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed; If bullying has in their view taken place, the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time; All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning;

Prevention Borough Green Juniors has a written Code of Conduct, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part All members and parents will accept the Code of Conduct upon joining Borough Green Juniors Borough Green Juniors 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

This policy is based on guidance provided by KIDSCAPE and the F.A. KIDSCAPE is a voluntary organization committed to help prevent child bullying. KIDSCAPE can be contacted on 0207 730 3300 or you can access their website via www.kidscape.org.uk.

You may also wish to access www.bullying.co.uk another website designed to give advice and guidance to parents and children who are faced with dealing with bullying.