



TATTENHOE FOOTBALL CLUB ANTI BULLYING POLICY

Last updated December 2022

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 Football Club.

If bullying does occur, all club members and parents/carers should be able to tell the club about this 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 – clubwelfare@tattenhoefc.com Kerry Clifford-Taylor, Telephone: 07740 340875.

If the Club Welfare Officer is unavailable, please contact the Club Secretary – Lee Willows – secretary@tattenhoefc.com Telephone: 07725 025234.

Tattenhoe Football Club is committed to playing its part to teach players to treat each other with respect.

WHAT IS BULLYING?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through cyberspace, and comes in many different forms:

Verbal: Name calling, persistent teasing, mocking, taunting and threats.

Physical: Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.

Emotional: Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.

Cyberbullying: The misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

People can be targeted for any reason, but people who bully others often target 'difference' and bullying can be a form of wider discrimination.

For example, bullying behaviour may be:

Racist: Targeted at ethnicity, skin colour, and language, religious or cultural practices.

Homophobic, biphobic and/or transphobic: Targeted at actual or perceived sexuality and/or gender.

Sexual and/or sexist: Sexual and/or sexist behaviour that is intended to cause offence, humiliation or intimidation.

Disablist: Targeted at an impairment or special educational need.

Targeting any 'difference': Bullying behaviour can also be targeted at 'looks', weight and height, colour of hair, wearing glasses or braces, acne, psoriasis and eczema, scars, marks or conditions of the face or body, body odour, poverty, gifts and talents or family situation (e.g. divorce, bereavement, homelessness). Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Individuals who are bullying need to learn different ways of behaving.

Tattenhoe Football Club takes bullying very seriously recognises its responsibility to respond promptly and effectively.



PROCEDURES:

1. Report bullying incidents to the Club Welfare Officer at clubwelfare@tattenhoefc.com OR Club Secretary at secretary@tattenhoefc.com
2. If necessary, advice will be sought from the County FA Designated Safeguarding Officer and could be referred by them to The FA Case Management Team.
3. Parents/carers will be informed and will be asked to come into a meeting to discuss the problem.
4. If necessary and appropriate, the police could 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 - see recommended club action below.
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club players code of conduct.

RECOMMENDED CLUB ACTION – Resolution

If the club decides it is appropriate for us to deal with the situation, we will follow the Club Action outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/is not appropriate, a small panel (composed from the Club Welfare Officer, Secretary and one other committee member) should meet with the parent/carer and child alleging bullying to get details of the allegation. Minutes should be taken and agreed.
3. The same persons should meet with the alleged bully and parent/carer and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. 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.
5. In some cases the parent/carer of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee 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 i.e. the warning.

In the case of adults reported to be bullying anyone within the club under the age of 18, The County Designated Safeguarding Officer must be informed via the Clubs Welfare Officer and will advise on action to be taken where appropriate. This may include action by The FA Safeguarding Team.

It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, The FA's Safeguarding Children Education Programme may be recommended.



Tattenhoe FC



ESCALATION

If any party involved in either the Procedures and Recommend Club Action detailed above is unhappy with how the matter or the process has been handled, they have the right to escalate their concerns to the Chairman of the Club – please email chairman@tattenhoefc.com – Matt Aris, Telephone 07772 014489.

Upon receipt of any complaint – the matter will be fully investigated by the Chairman and a full review of the handling of the initial complaint undertaken.

Once the Chairman concludes the investigation, the decision will be provided to who has raised the complaint.

Should the parties remain dissatisfied, this can be further escalated to the County FA Safeguarding Officer.

Contact details for County FA Safeguarding Officer:

Graham Fisher ([He/Him](#)) | Designated Safeguarding Officer

T: 01235 544890 | DD: 01235 544894

Safeguarding@Berks-BucksFA.com | www.Berks-BucksFA.com

Home Ground: Tattenhoe Sports Pavilion, Holborn Crescent, Tattenhoe, MK4 3EQ

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