

CRAMLINGTON UNITED F.C.

Anti-Bullying Policy
Doc. Ref: CUFC009



V2.0 - July 2021

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1. Definition

Bullying can take many forms and is usually behaviour, which is repeated over a period of time. The three main types of bullying are:

- Physical
- Verbal
- Emotional

All will include deliberate hostility or aggression towards a victim who is weaker or less powerful than the bully or bullies, and an outcome, which is painful or distressing for the victim.

Bullying behaviour can include violence, threats, taunting, insults, persistent teasing, spreading rumours, humiliation, graffiti, gestures or isolation of a victim from activities.

This list is not and cannot be exhaustive. What is important is the effect of the behaviour on the victim. What may seem like fun to one person can be distressing to another.

2. Key principles

The key principles underpinning this policy are that:

- Everyone involved with the club in any capacity must clearly understand that bullying will not be tolerated under any circumstances.
- The ethos of the club is that all participants should be able to take part in an enjoyable and safe environment regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation.

3. Actions

If bullying is alleged or apparent (it is relevant that often the victim is reluctant to complain) the Club Welfare Officer (CWO) should:

- Seek to reassure the victim
- Take the problem seriously
- Investigate the incident(s)
- Talk separately to the victim and the bully or bullies
- Decide an appropriate action

Appropriate action may include:

- Obtaining an apology from the bully to the victim
- Informing the parent or guardian of the victim and bully
- Insisting on the return of any items taken or recompense if no longer available
- Encouraging and supporting the bully to change their behaviour
- Keeping a written record of the incident(s)
- Informing the Club

Actions by the Club Trustees / Committee may include:

- Providing support to the CWO
- In persistent cases, consider sanctions against the bully such as suspension / exclusion
- Writing to the parents or guardians of the bully and/or the victim regarding subsequent progress