



# PENMAENMAWR PHOENIX FOOTBALL CLUB

## CLUB ANTI-BULLYING POLICY



PENMAENMAWR PHOENIX FOOTBALL CLUB RECOGNISES ITS DUTY OF CARE AND RESPONSIBILITY TO SAFEGUARDING ITS PARTICIPANTS FROM HARM AND ABUSE AND IS COMMITTED TO WORKING TOGETHER TO ENSURE BULLYING IS KICKED OUT OF FOOTBALL.

WE ACKNOWLEDGE THAT BULLYING CAN PRESENT ITSELF IN MANY DIFFERENT FORMS, INCLUDING BUT NOT LIMITED TO:

- PHYSICAL: E.G. PUSHING, KICKING, HITTING, PINCHING ETC.
- VERBAL: E.G. NAME-CALLING, SPREADING RUMOURS, PERSISTENT TEASING, SARCASM ETC.
- EMOTIONAL: E.G. TORMENTING, RIDICULING, HUMILIATING ETC.
- SEXUAL: E.G. UNWANTED PHYSICAL CONTACT OR ABUSIVE COMMENTS
- RACIST: E.G. RACIAL TAUNTS, GRAFFITI, GESTURES
- HOMOPHOBIC: BECAUSE OF, OR FOCUSING ON, THE ISSUE OF SEXUALITY
- STEALING: TAKING OR USING ANOTHER'S PROPERTY WITHOUT CONSENT
- CYBER BULLYING: POSTING DEROGATORY OR ABUSIVE COMMENTS, VIDEOS OR IMAGES ON SOCIAL NETWORKING SITES

WE ALSO RECOGNISE THAT IT IS MORE LIKELY THAT CHILDREN WITH A DISABILITY, FROM ETHNIC MINORITIES, YOUNG PEOPLE WHO ARE GAY, BISEXUAL OR LESBIAN, OR THOSE WITH LEARNING DIFFICULTIES WILL BE MORE VULNERABLE TO THIS FORM OF ABUSE.

THE DAMAGE INFLICTED BY BULLYING CAN CAUSE CONSIDERABLE DISTRESS TO CHILDREN, TO THE EXTENT THAT IT AFFECTS THEIR HEALTH AND DEVELOPMENT, OR AT THE EXTREME, CAUSES THEM SIGNIFICANT HARM (INCLUDING SELF-HARM).

AS PART OF PENMAENMAWR PHOENIX FOOTBALL CLUB'S COMMITMENT TO TACKLE THE ABOVE BEHAVIORS, WE WILL UNDERTAKE THE FOLLOWING:

- ENSURE THAT BULLYING BEHAVIOUR IS NOT ACCEPTED OR CONDONED
- REQUIRE ALL CLUB MEMBERS TO BE GIVEN INFORMATION ABOUT, AND SIGN UP TO ADOPT THIS POLICY
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- ENCOURAGE ANYONE WHO MAY BE SUFFERING FROM BULLYING TO COME FORWARD TO REPORT IT
- REPORT SUSPECTED CASES OF BULLYING EARLY SO AS TO ALLOW PROMPT AND COLLECTIVE ACTION TO BE TAKEN
- LISTEN TO AND SUPPORT THOSE WHO ARE SUSPECTED TO HAVE SUFFERED BULLYING
- TAKE ALL MATTERS OF BULLYING SERIOUSLY• TAKE APPROPRIATE ACTION TO INVESTIGATE AND RESPOND TO ALL ALLEGED INCIDENTS OF BULLYING, INCLUDING ONLINE AS WELL AS OFFLINE BEHAVIOUR
- PROVIDE SUPPORT TO THOSE WHO BULLY AND ENCOURAGE THEM TO CHANGE THEIR BEHAVIOUR AND STOP BULLYING
- CREATE AN OPEN ENVIRONMENT TO REDUCE THE AVAILABLE OPPORTUNITIES FOR BULLYING TO TAKE PLACE
- ENSURE COACHES ETC. ARE GIVEN APPROPRIATE TRAINING AND GUIDANCE ON BULLYING IN ORDER TO SPOT EARLY WARNING SIGNS AND ALLOW EARLY INTERVENTION
- ENCOURAGE CHILDREN AND OTHER PARTICIPATES TO FEED INTO AND TO DEVELOP THIS POLICY
- RECOGNISE THE IMPORTANCE OF CONFIDENTIALITY

AS A CLUB, WE WILL ALSO TAKE NECESSARY STEPS TO ENSURE THAT EACH PARTICIPANT, COACH, VOLUNTEER OR OFFICIAL IS ENCOURAGED TO UNDERTAKE THE FOLLOWING PRINCIPLES:

- RESPECT THE FEELINGS AND VIEWS OF OTHERS
- ACKNOWLEDGE THAT EVERYONE IS DIFFERENT; INDIVIDUAL QUALITIES, CONTRIBUTIONS AND PROGRESS SHOULD BE EMBRACED AND VALUED