



Malpas & District Junior Football Club

Main Ground: Malpas Sports Club, The Oxhays, Wrexham Road, Malpas, Cheshire
Additional Grounds: Farndon Community Field, Farndon Primary
www.malpasfc.co.uk



Anti-Bullying Policy

What is bullying?

There are many definitions of bullying, but most have three things in common:-

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

Bullying can take many forms but the main types are:-

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, racist remarks
- Racist
- Sexual
- Homophobic
- Emotional – tormenting, mobile text messages, ridiculing, humiliating or ignoring
- Indirect – spreading nasty stories about someone, excluding someone from social groups

Why should our football club be concerned about bullying?

There are a number of very important reasons for challenging bullying behaviour at football.

- The safety and happiness of players and managers. When players are bullied, whether it be by peers, managers, coaches or other players, their lives are made miserable. They may suffer injury. They may be unhappy about coming to football. Over time they are likely to lose self-confidence and self esteem. Some may blame themselves for 'inviting' the bullying behaviour.
- Sporting achievement. The unhappiness of bullied players is likely to affect their concentration and learning. Some children will avoid being bullied by not coming to practice.
- Providing a model for helpful behaviour. If they observe bullying behaviour going unchallenged, other players may learn that bullying is a quick and effective way of getting what they want. Those players who are being bullied may interpret the Clubs inaction as condoning unacceptable behaviour. They will feel badly let down by adults in authority.

Combating bullying

It is important that players are aware that Malpas & District Junior Football Club, as a whole, will deal swiftly with any instances of bullying. They therefore need to know what types of behaviour constitute BULLYING. Once they have this awareness the children must seek the support of friends and adults at football or at home. They must communicate their worries and fears to someone who cares and who they can trust.

A bully in football can be:

- A parent who pushes too hard
- A coach/manager who has a "win at all costs" philosophy
- A child or young person intimidating each other
- An official who places unfair pressure on a child or young person

Raising Awareness

Malpas & District Junior Football Club will talk openly about bullying and recognise that some form of bullying may exist.

The children will learn the importance of telling someone else if they feel threatened or bullied. They must be made aware that they can turn to anyone of the following people for help:-

- Parents or Carers
- Managers / Coaches
- Child Welfare Officer
- Child Protection Officer

Managers and Coaches will model and focus on appropriate behaviour during training sessions. Children will have the opportunity to discuss issues such as kindness, caring for others and treating others as we wish to be treated ourselves. By emphasising appropriate behaviour we would hope to diminish the occurrence of bullying at our Football Club.

Malpas & District JFC Code of Conduct: Young Players

It is important everyone behaves themselves when playing football. As a player, you have a big part to play. That's why Malpas & District JFC and The FA are asking every Player, Spectator, Parent/Carer and Coach/Manager to follow a Respect Code of Conduct.

When playing football, I will:

- Always do my best, even if we're losing or the other team is stronger
- Play fairly - I won't cheat, complain or waste time
- Never be rude to my team-mates, the other team, the referee, spectators or my coach/team manager
- Do what the referee tells me
- Shake hands with the other team and referee at the end of the game
- Listen to my coach/team manager and respect what he/she says
- Talk to someone I trust, for example my parents or the club welfare officer if I'm unhappy about anything at my club.
- I understand that if I do not follow the code, action may be taken by Malpas & District JFC

Code of Conduct: Spectators, Parents/Carers I will:

- Remain outside the field of play and behind the Designated Spectator Area (where provided)
- Refrain from standing behind or close to the goal
- Never engage in, or tolerate, offensive, insulting or abusive language or behaviour
- Always respect the match officials' decisions
- Applaud effort and good play as well as success

In addition, when attending youth games I will:

- Remember that children play for FUN
- Let the coaches do their job and not confuse the players by telling them what to do
- Encourage the players to respect the opposition and match officials
- Never criticise a player for making a mistake - mistakes are part of learning
- **I understand that if I do not follow the code, I may be asked to leave the side of the pitch**

Code of Conduct: Managers/Coaches

- Must respect the rights' dignity and worth of each and every person and treat each equally within the context of the sport
- Must place the well being and safety of each player above all other considerations, including the development of performance
- Must adhere to all guidelines laid down within the Constitution and the Rules of The Football Association

- Must develop an appropriate working relationship with each player based on mutual trust and respect
- Must not exert undue influence to obtain personal benefit or reward
- Must encourage and guide players to accept responsibility for their own behavior and performance
- Must ensure that the activities they direct or advocate is appropriate for the age, maturity, experience and ability of players
- Should, at the outset, clarify with the player (and, where appropriate, their parents) exactly what is expected of them and also what they are entitled to expect from their coach
- Must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player
- Must always promote the appropriate Code of Conduct and positive aspects of the sport (e.g. fair play) to players, parents and spectators alike. Never condone violations of the Laws of the Game, behaviour contrary to the spirit of the Laws of the Game or relevant rule and regulations or the use of the prohibited substances or techniques
- Must consistently display high standards of behaviour and experience and be a role model for players, parents and spectators
- Must adhere to all Malpas Junior Football Club policies which have been agreed in committee meetings

Response to Bullying

It is important that all aspects of bullying or suspected bullying are dealt with immediately. No adult at our Football Club should dismiss claims of bullying without first investigating their validity. This can be time consuming but is vital because this type of inappropriate behaviour needs to be prevented at the earliest opportunity.

Obviously, there will be instances when the claims are invalid, however all cases must be dealt with quickly and fairly.

Signs and Indicators – (taken from The FA Safeguarding Children and Young People in Football, Child Protection Policy, Procedures and Implementation Guidance for Grassroots Football)

Signs and indicators

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

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training equipment damaged
- has possessions go 'missing'
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above.

In more extreme cases:

- starts stammering
- cries themselves 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.

What should happen to those children who bully? – Procedures and Club action

Those children, Managers or Coaches who bully will be made aware that their behaviour is unacceptable and that Malpas & District Junior Football Club holds a zero tolerance attitude to bullying. The children will be made aware that their parents will be informed if the behaviour persists or is of an aggressive nature and the child will be asked to leave the club. A report will be written and a decision may be made that the manager is asked to leave the club.

This policy has been read and agreed by all managers within Malpas & District Junior Football Club

SignedAndrew Harradine..... Chairman
..... Valery AshbrookClub Welfare Officer

Agreed Date: 1st September 2018

Review Date: 31st August 2019