

## **HAMPTON FC ANTI-BULLYING POLICY**

Hampton FC is committed to providing a caring, friendly and safe environment for all our players - so they can participate in football in an enjoyable and secure atmosphere. Bullying of any kind is unacceptable at Hampton FC. If Bullying should occur, Hampton FC players and parents/guardians should be able to tell us about it and know that incidents will be dealt with promptly and effectively by the Club.

### **Hampton FC is a TELLING club.**

This means that anyone who knows Bullying is happening is expected to tell the Club Welfare Officer or a Committee Member. Hampton FC is committed to playing its part to teach its 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:

1. Verbal - name calling, persistent teasing, mocking, taunting or threats.
2. Physical - any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions.  
This includes hitting, kicking and pushing.
3. Emotional - excluding, tormenting, ridiculing, humiliation, setting people up or spreading rumours.
4. 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.

Examples of **Cyberbullying** include:

- Abusive comments, rumours, gossip and threats made using digital communications and/or technologies. This includes internet trolling.
- Sharing pictures, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation.
- Hacking into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person.
- Creating dedicated websites that intend to harm, make fun of someone or spread malicious rumours.
- Pressurising someone to do something they do not want to - such as sending sexually explicit images.

**Hampton FC is committed to ensure that any online Bullying will be dealt with swiftly and appropriately in line with the procedures detailed in this Policy.**

People can be targeted for any reason - but those who bully 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 or transphobic - targeted at actual or perceived sexuality and/or gender.
- Sexual and/or sexist - sexual/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, conditions of the face or body, body odour, poverty, gifts and talents or family situation (eg divorce, bereavement, homelessness).

Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Individuals who bully need to learn different ways of behaving.

Hampton FC recognises its responsibility to respond promptly and effectively to issues of bullying.

## **PROCEDURE**

1. Report bullying incidents to the Club Welfare Officer or Hampton FC Committee member.
2. In cases of serious bullying, the incidents will be referred to the County FA Designated Safeguarding Officer for advice - and possibly to The FA Case Management Team.
3. Parents/carers should be informed and will be asked to attend a meeting to discuss the issue(s).
4. If necessary and appropriate, the Police will be consulted.
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
6. We will attempt to help the bully/bullies change their behaviour.
7. If mediation fails and the bullying continues Hampton FC will initiate disciplinary action under its Club Constitution.

## **Recommended Club Action**

If Hampton FC decides it is appropriate for us to deal with the bullying issue, we will follow the procedure 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 (comprising the Hampton FC Chairperson, Welfare Officer, Club Secretary and Committee members) will meet with the parent/carer and individuals alleging bullying to obtain full details of the allegation(s).  
Minutes will be recorded - which should be agreed by all attendees as a true account.
3. The same Hampton FC persons will meet with the alleged bully and their parent/carer to discuss the allegation(s).  
Minutes will be taken and agreed.
4. If Hampton FC believe that bullying has taken place, the perpetrator(s) will be given an official warning and put on notice that further action (including temporary or permanent suspension) will be imposed if the bullying continues. Consideration will 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 could be asked to attend Training sessions - if they are able to do so, and if appropriate.

The Club Committee will monitor the situation for a given period to ensure the bullying is not repeated.

6. Coaches involved with the affected players will be advised of the concerns and outcome(s) eg warnings given.
7. Where Adults are reported for bullying behaviour (against Hampton FC individuals) then: the County Designated Safeguarding Officer must be informed - and he/she will advise on what remedial action needs to be taken. This may include action by The FA Safeguarding Team.
8. It is anticipated that in most cases where an allegation is made about a Hampton FC Team Manager/Coach/Official, completion of the FA's Safeguarding Children Education Programme will be recommended.
9. More serious cases may be referred to the Police and/or Children's Social Care.

### **Prevention**

- Hampton FC has Codes of Conduct in place - including Anti-Bullying Policy - which confirm what is acceptable and proper behaviour for all its Coaches, players and parents/guardians.
- All Hampton FC players and parents/guardians are required to read and accept our Codes of Conduct when they register to play for the Club.
- The Hampton FC Welfare Officer will ensure Hampton FC Coaches/players/guardians are aware about bullying and why it matters.  
If issues of bullying arise in the Club, our Welfare officer will ensure they are discussed openly and constructively.

**HAMPTON FC CHAIRMAN**

**HAMPTON FC WELFARE OFFICER**

**June 2023**