



This document outlines the ways in which individuals connected with Malmesbury Youth Football Club - player, coach or carer- can report safety and/or welfare concerns about a player or adult.

BULLYING – an F.A. Definition

What is Bullying?

- Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.
- Bullying can be:
 - **Emotional** being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g. hiding football boots/shin guards, threatening gestures)
 - **Physical** pushing, kicking, hitting, punching or any use of violence
 - **Sexual** unwanted physical contact or sexually abusive comments
 - **Discrimination** racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people, sexist comments,
 - **Verbal** name-calling, sarcasm, spreading rumours, teasing
 - **Cyberbullying**
 - This is when a person uses technology i.e. mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'bystanders' can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts – bullies no longer rely on being physically near to the young person



REPORTING CONCERNS

Issue Date: February 12, 2016



Malmesbury Youth FC member or carer

REPORTING ANY concern for safety/welfare of:

A player relating to another player

ACTION TO BE TAKEN:

1. Record information (state facts, avoid opinion) including dates.
2. Refer to coach as soon as possible (no need to agree/disagree with allegation.)
3. Keep details confidential during investigative stage to protect the welfare of the player, and all parties involved, and allow incidents to be dealt with fairly.
4. Coach will follow FA procedures.

FA Procedures (for COACH)

1. Report bullying incidents to the Club Welfare Officer or a member of the club's committee.
2. In cases of serious bullying, the incidents will be referred to the County FA Welfare Officer for advice and possibly to The FA Case Management Team.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, the police will 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.
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.



REPORTING CONCERNS

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Malmesbury Youth FC member, official or carer

REPORTING ANY concern for safety/welfare of:

A player or coach relating to an adult (club official or spectator)

ACTION TO BE TAKEN:

1. Record information (state facts, avoid opinion) including dates.
2. Refer to club welfare officer via website as soon as possible (no need to agree/disagree with allegation.)
3. Keep details confidential during investigative stage to protect the welfare of the player, and all parties involved, and allow incidents to be dealt with fairly.
4. Club Welfare Officer will follow FA procedures.

FA Procedures (for CLUB WELFARE OFFICERS)

In the case of adults reported to be bullying anyone within the club under 18

1. The County Welfare Officer should always be informed and will advise on action to be taken where appropriate, this may include action by The FA Safeguarding Team.
2. 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.
3. More serious cases may be referred to the Police and/or Children's Social Care.



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Additional Information:

Malmesbury Youth FC Policies and Guidelines:

These can be found at: <http://www.malmesburyyouthfc.co.uk/documents-downloads/>

Individual Malmesbury Youth FC Policy Documents:

http://www.malmesburyyouthfc.co.uk/download/code_of_conduct.pdf

http://www.malmesburyyouthfc.co.uk/download/our_coaching_philosophy.pdf

http://www.malmesburyyouthfc.co.uk/download/parental_and_spectator_support.pdf

http://www.malmesburyyouthfc.co.uk/download/child_protection_policy.pdf

http://www.malmesburyyouthfc.co.uk/download/anti-bullying_policy.pdf

FANSPCC 24 hour free helpline: 0808 800 5000

Advice to Coaches:

Coaches managing non-CRC volunteers who have direct contact with club players.

Coaches with up to date CRC remain responsible for all players if supervised by non CRC checked volunteers.

- no children to be left alone in the company of a non-CRC volunteer
- Club welfare officers will be informed when anyone begins assisting regularly.

Note: There may be exceptional circumstances when this is not possible. In this case, every effort will be made to ensure that safeguarding is maintained and parents will be advised as soon as practicable. If circumstances dictate that no CRC volunteers are present, at least two responsible volunteers will oversee temporary supervision until parents/carers collect their children.