



ANTI-BULLYING

POLICY



**KEEPING
YOU SAFE**
At Cardiff City



Cardiff City Football Club is committed to providing a caring, friendly and safe environment for all of our players and participants so they can take part in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. 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;
- Racist - racial taunts, graffiti, gestures;
- 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.

This club commits to ensure our website and/or social networking pages are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. The impact upon a child or young person can be devastating and, in some cases, will affect all aspects of their life. In extreme circumstances, it can lead to suicide threats or attempts to self-harm.

Cardiff City Football Club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this policy:

- All participants, players, staff members, coaches, officials and parents/carers should have an understanding of what bullying is;
- All members of staff should know what the club policy is on bullying and follow it when bullying is reported;
- All participants, players and parents/carers should know what the club policy is on bullying and what they should do if bullying arises;
- As a club we take bullying seriously. Participants, players and parents/carers should be assured that they will be supported when bullying is reported.

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 or matches;
- 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.

Procedures

1. Members of staff will report bullying incidents to the Head of Safeguarding, the Academy Designated Safeguarding Officer or any member of the Club Safeguarding Team. The staff member will create a report using the online 'My Concern' platform.
2. Parents should be informed and will be asked to attend a meeting to discuss the problem.
3. If necessary and appropriate, the Police will be consulted.
4. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
5. An attempt will be made to help the bully (bullies) change their behaviour.
6. If mediation fails and the bullying is seen to continue the Club will initiate disciplinary action under the Club's disciplinary policy or Players Code of Conduct.

Recommended club action

If the club decides it is appropriate for them to deal with the situation, the Club will implement the following procedures:

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 three-person panel of the Head of Safeguarding, Academy Manager and Designated Safeguarding Officer should meet with the parent/carer and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account;
3. The same three members should meet with the alleged bully and parents/carer and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed by all as a true account;
4. If bullying has in their view taken place, the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time;
5. In some cases, the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The Club committee should monitor the situation for a given period to ensure the bullying is not being repeated;
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning;
7. The Club reserves the right to implement procedures to ensure the potential victim of bullying is kept safe. This may mean a young person is removed from training whilst an investigation takes place.

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

1. The Club Head of Safeguarding should always be informed and will advise on action to be taken where appropriate;
2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, the Head of Safeguarding will invoke the Affiliated Football Bodies process and refer to the FA, EFL, FAW and statutory partners.
3. More serious cases will be referred in the first instance to the Police and/or Social Services.

Prevention:

The Club has a Code of Conduct, which includes what is acceptable and proper behaviour for all players and participant. All players and parents will sign to accept the Code of Conduct upon signing for the Club. The Academy Player Care Manager and the Designated Safeguarding Officer will raise awareness about bullying and why it matters and if issues of bullying arise in the Club, will consider meeting with players to discuss the issue openly and constructively.

If you require any further information, please contact the Club Head of Safeguarding, Rob Cronick on 07872 147351 or email: safeguarding@cardiffcityfc.co.uk

You may also wish to access any of the following websites designed to give advice and guidance to parents and children who are faced with dealing with bullying:

Guidance for parents/carers

www.anti-bullyingalliance.org.uk

www.stonewall.org.uk

www.kickitout.org

Guidance for young people

www.stonewall.org.uk

www.kickitout.org

www.childline.org.uk

Cardiff City Safeguarding Team

Head of Safeguarding: **Rob Cronick**

Mobile: **07872 147351**

Email: safeguarding@cardiffcityfc.co.uk

Club/Stadium/Academy

Disability Access Officer: **Ben Jones**

Mobile: **02920 643718**

Email: ben.jones@cardiffcityfc.co.uk

Stewarding and Event Manager: **Tom Nash**

Mobile: **07712 300648**

Email: tomos.nash@cardiffcityfc.co.uk

Academy Player Care Manager: **Sarah Nightingale**

Mobile: **07872 147436**

Email: sarah.nightingale@cardiffcityfc.co.uk

Academy Designated Safeguarding Officer: **Steve Pearce**

Mobile: **07718 111630**

Email: steve.pearce@cardiffcityfc.co.uk

Women and Girls Designated Safeguarding Officer: **Iain Darbyshire**

Mobile: **07935 077620**

Email: iain.darbyshire@cardiffcityfc.co.uk

Community Foundation

Senior Safeguarding Manager: **Roxanne Williams**

Mobile: **07487 846778**

Email: roxanne.williams@cardiffcityfc.org.uk

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