

TSC Anti-Bullying Policy

Statement of Intent

We are committed to providing a caring, friendly, and safe environment for all of our players and their families so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all staff, players and their families should be able to report and know that the incident/s will be dealt with promptly and effectively.

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
- **Racist** – racial taunts, graffiti, gestures
- **Sexist** – because of, or focussing on the issue of sex or gender of an individual
- **Sexual** – unwanted physical contact or sexually abusive comments
- **Homophobic** – because of, or focussing on the issue of sexuality
- **Verbal** – name-calling, sarcasm, spreading rumours, teasing

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, affect all aspects of their life, in extreme circumstances it can lead to suicide threats or even attempts. At TSC, our aim is to make GREAT footballers who can both play well but also have the right attitude – this policy sits as a cornerstone of this.

Objectives of this policy

1. All staff, coaches, volunteers, parent hosts and parents/carers should understand what bullying is
2. All staff, coaches, volunteers, and parent hosts should know what the TSC policy is on bullying, and follow it when bullying is reported
3. All players and parents/carers should know what the TSC policy is on bullying, and what they should do if bullying arises
4. As TSC, we take bullying seriously
5. Players and parents/carers should be assured that they would be supported when bullying is reported
6. Bullying will not be tolerated
7. This policy must be adhered to by the owner, coaches, volunteers, parent hosts, players and all their supporters
8. Failure to follow this policy will lead to disciplinary action such as, a franchise being revoked, being passed through the disciplinary process (gross misconduct), being asked to stop playing.

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:

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 becomes withdrawn anxious, or lacking in confidence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

In more extreme cases:

1. starts stammering
2. cries themselves to sleep at night or has nightmares
3. becomes aggressive, disruptive, or unreasonable
4. is bullying other children or siblings
5. stops eating
6. 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. Report bullying incidents to TSC
2. In cases of serious bullying, the incidents will be referred to the CPO/Police for advice
3. Parents should be informed and will be asked to come 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 TSC will initiate disciplinary action

In the rare case of an adult reported to be bullying anyone under 18 please call me on 07738 393493 immediately. We will agree to meet with all parties and the police will be contacted if required.

If any adult is feeling bullied within the organisation, then they must contact us immediately who will agree to meet with them and mediate between parties.

TSC Covid Policy

Our statement / policy

TSC will follow government guidelines and comply with all safety standards to protect our players and session attendees. The safety, health, and wellbeing of everyone is our sole priority and we ask that you follow the relevant advice and take care of yourself and your loved ones. All equipment is cleaned regularly to make sure the spread of coronavirus is kept to a minimum.

Advice

- Follow government guidelines
- Please ensure you sanitise your hands before and after each session

TSC Equality and Diversity Policy

TSC is responsible for setting standards and values to apply throughout all sessions. Football belongs to and should be enjoyed by anyone who wants to participate in it.

TSC, in all its activities, will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. TSC will ensure it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in and enjoy the activities.

TSC will not tolerate harassment, bullying, abuse, or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. TSC will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

TSC is committed to taking positive action where inequalities exist and to the development of a programme of ongoing training and awareness raising events and activities to promote the eradication of discrimination and promote equality in football.

TSC is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the Equality Act 2010.

TSC commits itself to the immediate investigation of any claims when brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions are imposed as appropriate.

TSC Safeguarding Children Policy

1. TSC acknowledges it has responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18 engaged in any club football activity.

2. The key principles of The FA Safeguarding Children Policy are that:

- the child's welfare is, and must always be, the paramount consideration
- all children and young people have a right to be protected from abuse regardless of their age, gender, disability, race, sexual orientation, faith, or belief
- all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- working in partnership with other organisations, children and young people and their parents/carers is essential.

3. We acknowledge that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. TSC recognises that this is the responsibility of everyone involved.

4. TSC has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that The Football Association's Safeguarding Children Regulations (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity.

5. We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we will:

- specify what the role is and what tasks it involves request identification documents as a minimum meet and chat with the applicant(s) and where possible interview people before appointing them ask for and follow up with 2 references before appointing someone where eligible require an FA accepted Enhanced Criminal Record Check (CRC) with Barring List Check in line with current FA policy and regulations.

6. All current TSC members working in eligible roles, with children and young people – such as coaches, volunteers and parents are required to hold an in-date FA accepted Enhanced DBS with Barring List check as part of responsible recruitment practice.

7. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of TSC, guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via the CRC Process and that all suitability decisions will be made in accordance with legislation and in the best interests of children and young people.

8. It is accepted that The FA aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of grooming within football.

9. TSC supports The FA's Whistle Blowing Policy. Any adult or young person with concerns about a adult in a position of trust with football can 'whistle blow' by contacting The FA Safeguarding Team on 0800 169 1863, by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ, by emailing Safeguarding@TheFA.com or alternatively by going direct to the Police, Children's

Social Care or the NSPCC. TSC Footballers encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

10. TSC has a Club Welfare Officer in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. The post holder will be involved with Welfare Officer training provided by The FA and/or County FA. The Club Welfare Officer is the first point of contact for all club members regarding concerns about the welfare of any child or young person. The Club Welfare Officer will liaise directly with the County FA (CFA) Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of Respect, poor practice, and abuse amongst TSC members.

11. We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club. If bullying does occur, all players or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officer in cases of serious bullying the CFA Welfare Officer may be contacted.

12. Respect codes of conduct for Players, Parents/Spectators, and Coaches have been implemented by TSC. In order to validate these Respect codes of conduct, the club has clear actions it will take regarding repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the County FA in more serious circumstances.

13. Reporting your concerns about the welfare of a child or young person. Safeguarding is everyone's responsibility if you are worried about a child it is important that you report your concerns – no action is not an option.

- i. If you are worried about a child then you need to report your concerns to the Club Welfare Officer.
- ii. If the issue is one of poor practice the Club Welfare Officer will either:
 - deal with the matter themselves or
 - seek advice from the CFA Welfare Officer
- iii. If the concern is more serious – possible child abuse, where possible, contact the CFA Welfare Officer first, then immediately contact the Police or Children's Social Care.
- iv. If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your Club Welfare Officer know what action you have taken, they in turn will inform the CFA Welfare Officer.
- v. If at any time you are not able to contact your Club Welfare Officer or the matter is clearly serious then you can either:
 - contact your CFA Welfare Officer directly
 - contact The FA Safeguarding Team on 0800 169 1863 or Safeguarding@TheFA.com
 - contact the Police or Children's Social Care
 - call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk

NB – The FA's Safeguarding Children Policy and Procedures are available via – www.TheFA.com/footballrules-governance/safeguarding – click on 'Raising Awareness – Best Practice Downloads', the Policy and Procedures document is within the resources area. The policy outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams which describe this process. How to make a referral is also covered in the Safeguarding Children workshop. Participants are given the opportunity to discuss how this feels and how best they can prepare themselves to deal with such a situation. For more information on this workshop contact your County Welfare Officer.