

Elite Development Coaching

Bullying Guidelines

What is Bullying?

Bullying can be VERBAL (using words), NON-VERBAL (without words), PHYSICAL (using action), EMOTIONAL (playing on someone's emotions) or PSYCHOLOGICAL (playing with someone's head). Lots of Bullying behaviour will be more than one of these things. It can be direct action (threats or physical/verbal) or indirect action (like deliberately leaving someone out or ignoring them all the time). Below are some examples of bullying:

- Hitting, Kicking, Punching, or spitting
- Threats, Cussing Family, Swearing, Aggressive Behaviour, Sexual Harassment
- Racist Bullying (bullying someone because of where they or their family come from, their skin colour, culture or religious beliefs).
- Homophobic bullying (using words like 'gay', 'poof', 'lesbian' or any other homophobic insults against a person; physically assaulting someone or leaving someone out because of their real or assumed sexuality).
- Ignoring someone, leaving them out of the group, spreading rumours or gossiping about them.
- Malicious text messages, emails, phone calls, websites, or graffiti.
- Stealing, ruining someone's work, clothes, or property.
- Indecent Exposure of other children (pulling shorts/trousers down, lifting people's tops and making children feel uncomfortable)
- Manipulation and control, peer pressure (making someone do something they don't want to do).
- Abuse for standing out from the crowd, looking different or having different tastes or opinions or making fun out of people because they may find certain things difficult (i.e., sports)
- Generally making someone feel bad about their self.

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 to behave and we all have a responsibility to respond promptly and effectively.

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- Becomes withdrawn anxious, or lacking in confidence.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.

Bullying because of any form of discrimination

Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability, or ability.

Generally, these forms of bullying look like other sorts of bullying, but it can include:

- Verbal abuse – derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men, or that black, Asian and ethnic minority people are not as capable as white people; spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are “gay” – for example, “you’re such a gay boy!” or “those trainers are so gay!” Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental, or emotional developmental delay. Referring to someone by the colour of their skin, rather than their name; using nicknames that have racial connotations; isolating someone because they come from another country or social background etc.
- Physical abuse – including hitting, punching, kicking, sexual assault, and threatening behaviour.
- Cyberbullying – using online spaces to spread rumours about someone or exclude them. It can also include text messaging, including video and picture messaging.
- Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual, or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated, or undervalued. Ensure that our members and attendees know that discriminatory language and behaviour will not be tolerated.

- If an incident occurs, members should be informed that discriminatory language is offensive and will not be tolerated. If a member continues to make discriminatory remarks and bullying people, we will remove the player from the training.
- If it is a young person making the remarks their parents should be informed just as in any breach of our Code of Conduct and this Anti-Bullying policy.
- If a member makes persistent remarks, they should be removed from the training setting in line with managing challenging behaviour and will have to speak to our Welfare Officer or Director of Operations before returning.
- We will also invite parents/carers to discuss the attitudes of the youth member in line with the procedures detailed in this policy.

Reporting Procedures

1. Report bullying incidents to our Director of Operations.
2. In cases of serious bullying, the incidents will be referred to the County FA, FA Welfare Officer for advice or within school settings we will notify schools of behaviours.
3. Parents will be informed and will be asked to help with the behavioural problems and ways to help solve 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, we will initiate disciplinary action under this policy in which a ban from our services will be implemented.

3 Strike Policy

At Elite Development our coaches work off a strict no bullying scheme and have a 3-strike policy on any child attending any of our courses. A flow of good behaviour and changed attitude can remove strikes against them.

1 Strike- We will warn Child of their behaviour and that he/she is performing a form of bullying and it will not be tolerated.

2 Strikes- Inform child's parents and school teachers about their behaviour and that they are on their last warning.

3 strikes- The child in connection of the bullying will be removed from attending our courses or sessions till later notice.

Please note any racist or homophobic abuse, sexual harassment, indecent exposure or fighting will result in immediate exclusion from the course or session we run, and the children may face an indefinite ban. Coaches also have the right to remove children if they feel this is the right decision for the safety and welfare of any session.

This policy is based on guidance provided to schools by KIDSCAPE. KIDSCAPE is a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on 0207 730 3300 or you can access their website via www.kidscape.org.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.bullying.co.uk

Guidance for young people

www.youngstonewall.org.uk/ www.childline.org.uk