



GRIMSBY TOWN
Sport and Education Trust
ANTI-BULLYING POLICY

Updated January 2018

Review Date January 2019

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1. INTRODUCTION

Bullying hurts and 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, young person or adult at risk 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.

Grimsby Town Sport and Education Trust has a responsibility to respond promptly and effectively to issues of bullying.

2. Statement:

Grimsby Town Sport and Education Trust is committed to providing a caring, friendly and safe environment for all players so that they can participate in football in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable and is regarded in football as a type of abuse. If bullying does occur, managers, coaches, players or their parents should be able to recognise this and know that incidents will be dealt with promptly and effectively. All incidents will be approached with equal thoroughness and consistency.

GTSET expects that anyone who knows that bullying is happening should report it to the Club Welfare Officer or other appropriate member of staff, who will then in turn report it to the Club Welfare Officer.

3. What is bullying?

Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. racist or homophobic remarks, threats, name calling) and emotional (e.g. isolating an individual from the activities and social acceptance of their peer group).

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children to the extent that it affects their health and development or, at the extreme, cause them significant harm (including self-harm).

- Bullying is the use of aggression with the intention of hurting another person.
- Bullying results in pain and distress to the victim.
- Bullying is unprovoked and repetitive.

- Bullying may be carried out by one person or by a group and gives the bully or bullies a perceived position of power.
- Bullying can be any of the following:

4. Emotional:

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.

Includes but is not limited to, being unfriendly, emotional or physical exclusion, sending hurtful text messages or messages on a social network such as Facebook, Instagram or Twitter, and tormenting (hiding property or making threatening gestures, for example).

5. Physical:

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child or failing to protect a child from that harm. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

Includes but is not limited to pushing, kicking, hitting, punching, or any other use of violence or including with the use of an instrument.

6. Verbal:

Includes but is not limited to

- name-calling, □ spreading rumours, □ sarcasm or teasing.
- Racist: Bullying because of, or focussing on the issue of race.

7. Sexual:

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact including both, penetrative or non-penetrative acts such as kissing, touching or fondling the child's genitals or breasts, vaginal or anal intercourse or oral sex.

They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

- Includes but is not limited to □
 unwanted physical contact □
 sexually abusive comments.
- Sexually implicit phone texts (sexting)

8. Bullying as a result 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 in particular it can include:

- Verbal abuse – for example and not exclusively 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.
- 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 club members know that discriminatory language and behaviour will not be tolerated in this club.

9. 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. Victims of bullying may be smaller/weaker than their peers, larger than their peers, lacking in confidence, hard working or not conform to the group ‘norm’.

Bullies may be bigger/stronger than their victim, confident, less able, enjoy conflict and aggression, also be a victim of bullying, be trying to raise their self-esteem, be seeking attention, or be experiencing problems at home.

10. Trolling

This is the name given to posting deliberately offensive comments on people's social media pages aimed at causing upset and distress. This type of behaviour could result in legal action.

11. Objectives of this policy:

- Bullying will not be tolerated
- Players have the right to feel safe
- Every player is responsible for their own behaviour and expected to treat everyone with respect.
- All players, parents/carers, staff and volunteers should have an understanding of what bullying is.
- All players, parents/carers, staff and volunteers should know what GTSET policy is on bullying and follow it when bullying is reported.
- GTSET takes bullying very seriously. Players and their parents/carers should be assured that they will be supported when bullying is reported.

12. Signs and indicators:

A person may indicate by signs or behaviours that he or she is being bullied. Parents/carers, staff and volunteers should be aware of these possible signs and that they should investigate if a child:

- Says they are being bullied
- Is unwilling to go to sessions
- Becomes withdrawn, anxious or lacks 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
- Bullies 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.

13. Other Policies Related to this Policy:

1. Safeguarding Policy
2. Equality Policy
3. Health and Safety Policy
4. Safer Recruitment Policy
5. Whistle blowing Policy

14. Prevention:

Grimsby Town Sport and Education Trust has a comprehensive anti-bullying policy in place.

All new coaches, players and their parents/carers will receive a copy of this policy when they begin at the Club and a further copy at the start of every new season they remain at the Club. They sign a pro-forma to say that they have received, read, understood and agree to adhere to the policy. This is kept in their individual files.

In the event of a bullying issue, the Club Welfare Officer will meet with appropriate other members of the Senior Management Team to discuss the issue openly and constructively and consider the best methods of approaching those involved.

Prevention is better than cure.

15. Contacts:

Lead Designated Safeguarding Officer at Grimsby Town Sport and Education Trust is;

Martin George, and he can be contacted as follows:

Email – martin@gtfc.co.uk

Mobile – 07807490319

Further advice on anti-bullying matters can be obtained from:

Lincolnshire County Football Association's Welfare Officer.

Alexandra Richards, Lead Safeguarding Advisor, The Football League, Operations Centre, 10-12, West Cliff Preston, PR1 8HU arichards@efl.co.uk Tel: 01772 325800

The FA/NSPCC Child Protection 24-Hour Helpline 0808 800 5000

Or by going direct to the Police and/or Children Social Services.

16. Monitoring:

The Anti-Bullying policy will be reviewed in line with any changes to legislation, guidance or national incident that applies at any time. Other than that it will be reviewed on an annual basis to ensure that it is still fit for purpose.

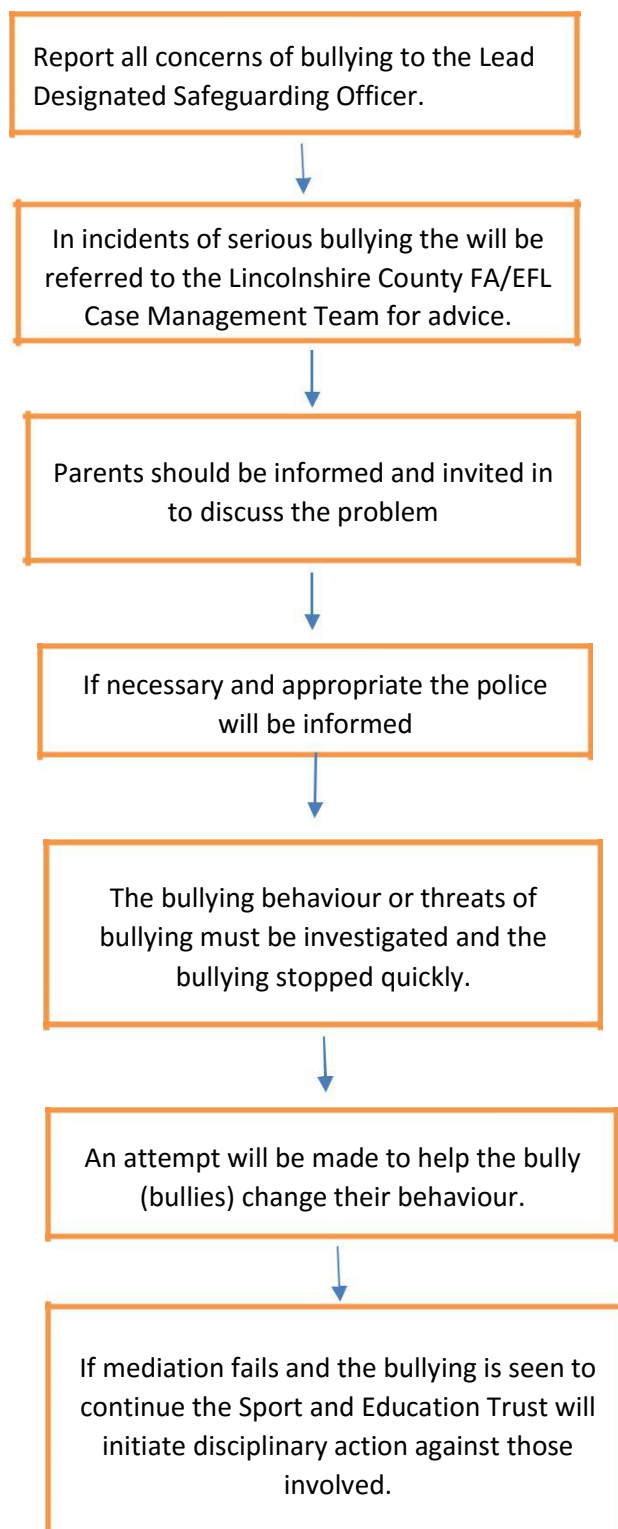
Signed: I. Fleming

Date: 15th January 2018

(For the Board of Trustees)

Appendix 1

Procedures:



In the case of Adults within the Sport and Education Trust reported to be bullying anyone within the Trust under 18.



The Lead Designated Safeguarding Officer, will always be informed. They will inform the County Welfare Officer and if appropriate the FA/EFL Case Management Team



It is anticipated that in most cases where the allegation is made regarding a team manager or coach. The FA's Safeguarding Children Education Programme may be recommended.



More serious cases will be reported to the Police and Children's Social Care,

AMENDMENTS

Date	Amendment	By Whom