



ANTI BULLYING POLICY

Bullying of any kind is unacceptable at Bracknell Town Football Club. We are committed to providing a caring, friendly, and safe environment for all our members so they can participate in football in a relaxed and secure atmosphere. If bullying does occur, all club members and parents/carers should be able to report it, knowing that incidents will be dealt with promptly and effectively. We are a TELLING club: anyone who knows that bullying is happening is expected to inform the Club Welfare Officer or any committee member.

Definition of Bullying

Bullying is the use of aggression with the intention of hurting another person. It results in pain and distress to the victim. Bullying can be:

- **Emotional: being unfriendly, excluding, tormenting.**
- **Physical: pushing, kicking, hitting, punching, or any use of violence.**
- **Racist: racial taunts, graffiti, gestures.**
- **Sexual: unwanted physical contact or sexually abusive comments.**
- **Homophobic: because of, or focusing on, the issue of sexuality.**
- **Verbal: name-calling, sarcasm, spreading rumours, teasing.**
- **Cyber: all areas of internet misuse, such as nasty and/or threatening emails,**

misuse of blogs, gaming websites, internet chat rooms, and social media.

Objectives of This Policy

- **All club members, coaches, officials, and parents/carers should have an understanding of what bullying is.**
- **All club members, coaches, officials, and parents/carers should know what the club policy is on bullying and follow it when bullying is reported.**
- **All players and parents/carers should be assured that they will be supported when bullying is reported.**
- **Bullying will not be tolerated.**

Procedures

1. **Reporting: Report bullying incidents to the Club Welfare Officer or a member of the club's committee.**
2. **Investigation: 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. **Parental Involvement: Parents/carers should be informed and may be asked to attend a meeting to discuss the problem.**
4. **Police Consultation: If necessary and appropriate, the police will be consulted.**
5. **Resolution: The bullying behaviour or threats must be investigated, and the bullying stopped quickly.**
6. **Support for the Victim: Support will be provided to help the victim.**



7. Support for the Perpetrator: Efforts will be made to help the bully or bullies change their behaviour.

Recommended Club Action

- **Reconciliation: A genuine apology may resolve the issue.**
- **Disciplinary Measures: If reconciliation fails, a small panel (including the Club**

Welfare Officer) will meet with the parents/carers to discuss the issue and decide on appropriate disciplinary action.

- **Monitoring: The situation will be monitored to ensure repeated bullying does not occur.**

This policy is based on guidelines from The FA's Anti-Bullying Policy for Clubs.

By implementing this policy, Bracknell Town Football Club commits to providing a supportive environment where bullying is not tolerated, and all members can enjoy football in a positive and safe atmosphere.