



ANTI-BULLYING POLICY

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INTRODUCTION

Wolverhampton Wanderers FC is dedicated to ensuring that all children and young people taking part in our activities and programmes experience a safe, welcoming and inclusive environment. We do not tolerate bullying in any form. Every child has the right to take part without fear, intimidation, humiliation or harm.

We recognise that bullying is a safeguarding concern. All reports of bullying will be taken seriously, responded to promptly, and managed in accordance with our safeguarding and reporting procedures.

This policy aims to prevent bullying through education, awareness and culture; ensure clear reporting routes for children, parents and staff; enable consistent and effective responses to all bullying concerns; support both children experiencing bullying and those displaying harmful behaviours; and promote a culture of respect, empathy and inclusion across Wolverhampton Wanderers FC.

Bullying

Bullying is intentional, repeated behaviour that causes emotional or physical harm and involves a real or perceived power imbalance, and may be verbal (such as name calling, insults, teasing, threats, intimidation, discriminatory comments or unwanted remarks), social or relational (including exclusion, spreading rumours, public embarrassment, intimidation or manipulating friendships and group dynamics), physical (such as hitting, kicking, pushing, spitting, tripping, damaging property or other unwanted physical contact), or cyberbullying (using digital platforms—such as messaging apps, social media or gaming chats—to threaten, harass, exclude, embarrass or share harmful content).

Banter

Although ‘banter’ may not always meet the definition of bullying, any offensive, threatening, violent or abusive language or behaviour is never acceptable at Wolverhampton Wanderers FC, and this includes comments made as a “joke”, because a joke is only a joke if everyone involved feels comfortable; humour is subjective and what one person finds funny may be hurtful, embarrassing or intimidating to someone else; people often feel unable to challenge a joke because they don’t want to stand out, feel pressured to fit in, or fear being targeted next; and even those not directly involved may feel uncomfortable or offended by what they hear, which is why we all have a responsibility to create a culture where everyone feels safe and respected.



SUPPORT

Supporting Children

- Children will be informed about who they can talk to if they have a concern.
- We will foster an “open door” culture where children feel confident approaching an adult about bullying or any issue affecting them.
- Any barriers to speaking out including those linked to a child’s disability, communication needs or other impairments will be recognised and addressed early.
- Children will be made aware of relevant helpline numbers and external sources of support.
- Any child reporting bullying will be listened to carefully, taken seriously, and treated with respect.
- All reports of bullying will be explored thoroughly, ensuring all those involved are heard.
- Children experiencing bullying will receive tailored support to help them feel safe and able to participate fully.
- Children who display bullying behaviour will also be supported and guided to build positive, respectful relationships.
- Sanctions will always be proportionate, fair and focused on learning and positive behaviour change.

Supporting Parents and Carers

- Parents and carers will be informed about Wolves FC’s bullying policy and our approach to preventing and responding to bullying.
- Any reported incident of bullying involving their child will be discussed openly and sensitively with parents or carers.
- We will work together with parents and carers to agree appropriate actions for both the child experiencing bullying and the child displaying harmful behaviour.
- Parents and carers will be provided with information and guidance on how to support their child in coping with bullying.
- Additional support will be offered where needed, including signposting to external agencies, helplines and other sources of specialist advice.



DEALING WITH A BULLYING INCIDENT

- Encourage all children to speak up and share any concerns, reassuring the child experiencing the behaviour that they are not in trouble.
- Make sure the child knows they can trust you to help, while being clear that you cannot promise complete confidentiality.
- Record the account carefully, noting what happened, who was involved, and when the incident took place.
- Ensure the child or young person is safe for the remainder of the session or time on site and monitor the situation closely.
- Report the concern to your line manager and record it using My Concern, ensuring the appropriate people are informed and involved.

Action towards a child who is bullying

Working with your designated safeguarding lead or line manager the lead member of staff should:

Working alongside the Designated Safeguarding Lead or line manager, the lead member of staff should:

- Speak with the child or children displaying bullying behaviour, explain the situation clearly, and support them in understanding the impact and consequences of their actions.
- Seek a meaningful and appropriate apology to the child who has been harmed.
- Inform the parents or carers of the child/children involved in displaying the behaviour.
- Ensure any “borrowed” or taken items are returned.
- Discuss the situation with relevant staff to agree specific strategies to prevent further bullying and promote positive behaviour.
- Provide guidance and support to help the child/children change their behaviour and build healthier relationships.
- Decide on an appropriate, proportionate sanction where necessary.
- Arrange a follow-up conversation with the family of the child who experienced the bullying to update them on progress.
- Make sure all relevant staff are informed about the incident and any actions taken.

(This should all be documented and evidenced using MY CONCERN)

Themes and trends— including which children are involved and when and where incidents occur—should be discussed in team meetings, as bullying is more likely to happen when adult supervision is low, and staff have a responsibility to reduce opportunities for bullying through careful planning and effective risk assessment.

USEFUL LINKS

[Childline | Free counselling service for kids and young people | Childline](#)

[Help and Advice for Children affected by bullying](#)

[Youth4Youth](#)

[Bullying | Parents Guide to Support | YoungMinds](#)

[Bullying | Get help and advice | YoungMinds](#)

[Protecting children from bullying and cyberbullying | NSPCC Learning](#)

[Samaritans | Every life lost to suicide is a tragedy | Here to listen](#)

[Cyber Bulling](#)



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