



ANTI-BULLYING POLICY

Lisa Carter | Head of Safeguarding
lisacarter@wolves.co.uk



INTRODUCTION

Bullying is intentional, hurtful, repetitive and involves a power imbalance. In line with our safeguarding policy, we want children and young people involved at Wolves to be happy and safe. Our anti-bullying policy sets out how we feel about bullying as a club, what we will do to tackle it and how we will support children and young people who experience or display bullying behavior.

Bullying can include:

- Verbal bullying is saying or writing mean things. Verbal bullying includes: Teasing, name-calling, inappropriate sexual comments, taunting and/or threatening to cause harm.
- Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes: Leaving someone out on purpose, telling other children not to be friends with someone, spreading rumors about someone and/or embarrassing someone in public.
- Physical bullying involves hurting a person's body or possessions. Physical bullying includes: Hitting/kicking/pinching, spitting, tripping/pushing, taking, or breaking someone's things, making mean or rude hand gestures.

Banter

Just because 'banter' doesn't always fit the bullying definition doesn't mean it is acceptable. Any offensive, threatening, violent and abusive language and behaviour is always unacceptable, whatever your role. Language and behaviour can have different meanings, in different contexts. Just because someone uses certain language to refer to themselves it doesn't necessarily mean it is acceptable, nor does it make it ok for someone else to use it.

Just because someone means something as a 'joke' doesn't mean other people will find it funny. People won't always feel confident to speak up if they are offended by something. They might even go along with it so as not to draw attention to themselves. Third parties might be offended, even if they're not part of the conversation. It is our responsibility at Wolves FC to create a culture where everyone feels safe.



SUPPORT

Supporting children

- We will let children know who they can talk to.
- We will create an “open door” ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
- Potential barriers to talking (including those associated with a child’s disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out.
- We will make sure children are aware of helpline numbers.
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously.
- Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved.
- Children experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment.
- Those who display bullying behaviour will be supported and encouraged to develop better relationships.
- We will make sure that sanctions are proportionate and fair.

Support to the parents/carers

- Parents or guardians will be advised on the club or organisation’s bullying policy and practice.
- Any experience of bullying behaviour will be discussed with the child’s parents or guardians.
- Parents will be consulted on action to be taken (for both victim and bully) and we’ll agree on these actions together.
- Information and advice on coping with bullying will be made available.
- Support will be offered to parents, including information from other agencies or support lines.



DEALING WITH A BULLYING INCIDENT

- Encourage all children to speak and share their concern. Help the person being bullied by reassuring them that they will not get into trouble.
- Reassure the person being bullied that you can be trusted and will help them, although you cannot promise confidentiality.
- Keep records of what was said (what happened, by whom and when)
- Make sure the child or young person is safe for the rest of session/ time on site and situation is immediately monitored.
- Share the issue with line manager – use my concern to record and ensure that the right people are involved.

Action towards a child who is bullying

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

- Talk with the bully/bullies, explain the situation, and try to get the bully/ bully's, to understand the consequences of their behaviour.
- Obtain an apology from the bully/bullies to the victim.
- Inform the bullies parents.
- Insist on the return of "borrowed" items.
- Hold discussions amongst staff to agree specific strategies to combat bullying.
- Encourage and support the bully to change behaviour.
- Consider an appropriate sanction.
- Hold a follow up meeting with the person being bullied family to report on progress.
- Inform all relevant members of staff about incidents and action taken.

(This should all be documented and evidenced using MYCONCERN)

Discussion around themes and trends – including individual children and young people AND when and where bullying incidents are taking place should be discussed at team meetings. We know bullying is more likely to occur when there are less adults are around. We have a responsibility to prevent opportunities for bullying to occur and we should incorporate this into our planning and risk assessments.

USEFUL LINKS

[Childline](#)

[Help and Advice for Children affected by bullying \(nationalbullyinghelpline.co.uk\)](#)

[Bullying | Teenage Helpline](#)

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

[Bullying | How To Deal With Bullying and Getting Help | YoungMinds](#)

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

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

[Cyber Bulling \(supportline.org.uk\)](#)



VERSION TWO
July 24

Head of Safeguarding – Lisa Carter

