



Northampton Town Football Club

ANTI-BULLYING POLICY

DOCUMENT CONTROL

CHANGES HISTORY

Version	Date	Amended by	Recipients	Purpose
1	August 2019	Julie Delauney - DSO	All	Annual Review & Coming into line with EFL Standards

Approvals

This document requires the following approvals.

Name	Position	Date Approved	Version
James Whiting	NTFC CEO	27 August 2019	1
Nick Ancel	NTFC Club Secretary & SSM	27 August 2019	1

Distribution

This document has been distributed to:

Name	Date Distributed	Version
All staff, players, volunteers & community	9 September 2019	1



NORTHAMPTON TOWN FOOTBALL CLUB

Anti-Bullying Policy

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 or young person 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.

Northampton Town Football Club has a responsibility to respond promptly and effectively to issues of bullying.

Statement:

Northampton Town Football Club 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.

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

What is bullying?

- 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:

Emotional:

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).

Physical:

Includes but is not limited to pushing, kicking, hitting, punching, or any other use of violence.

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. Sexual: Includes but is not limited to unwanted physical contact or sexually abusive comments.

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.

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.

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 Northampton Town Football Club’s policy is on bullying and follow it when bullying is reported.
- Northampton Town Football Club takes bullying very seriously. Players and their parents/carers should be assured that they will be supported when bullying is reported.

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.

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

Prevention:

Northampton Town Football Club 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 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.

Contacts:

NTFC – Senior Safeguarding Manager – Nick Ancel 01604 683725/07736564304 nick.ancel@ntfc.co.uk
 Designated Safeguarding Officer – Julie Delauney 01604 683761/07917 442266 julie.delauney@ntfc.co.uk

NFA Welfare Officer – 01604 679 2200 safeguarding@northants.fa.com/
 01604 679221/07535 640452 candice.hart@northamptonshirefa.com

EFL Safeguarding Manager – Alexandra Richards - 01772 325940/M: 07792284740 arichards@efl.com

Northampton Police 03000 111222/101 mail@northants.police.uk

NSPCC/FA DEDICATED HELPLINE FOR VICTIMS OF ABUSE IN FOOTBALL – 0800 0232642

FA Safeguarding Duty Manager – 0800 169 1863 Safeguarding.Children@thefa.com