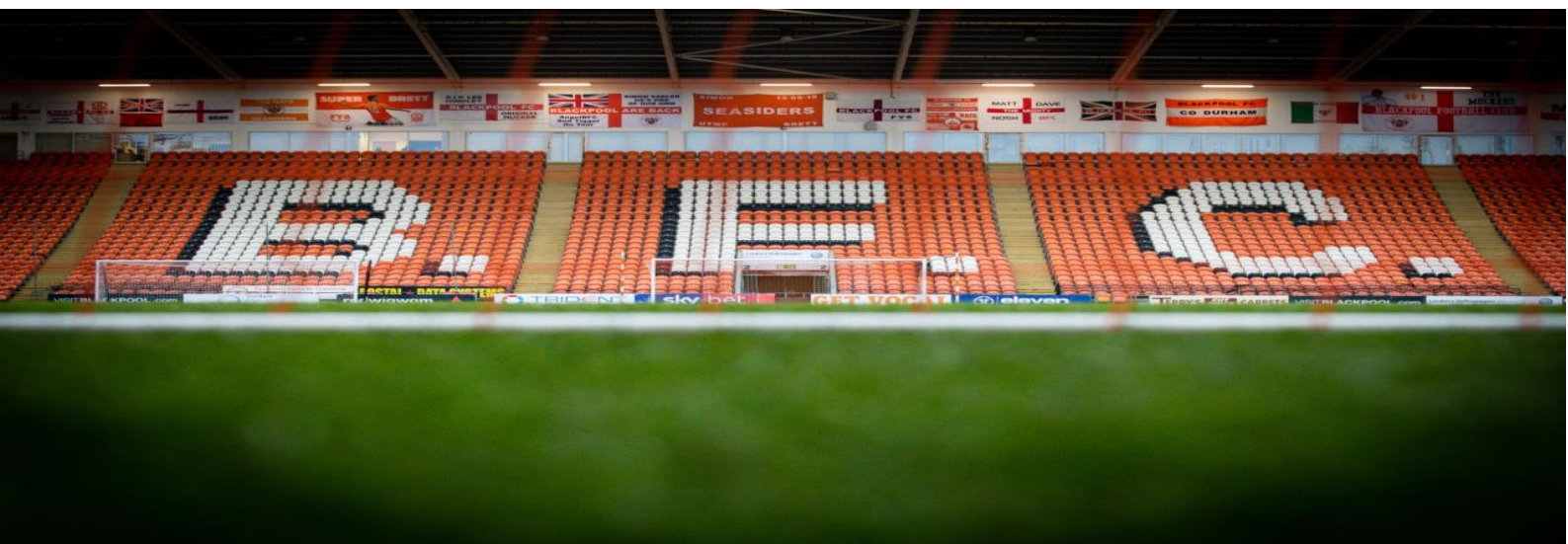


Anti-Bullying Policy

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Head of Safeguarding, Welfare & Equality

Blackpool Football Club & Academy

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Anti-Bullying Policy

Blackpool Football Club & Academy is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All staff, volunteers, participants and partners have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

MISSION STATEMENT:

It is important that this policy has been developed through consultation, which involved all members of Blackpool Football Club & Academy from delivery staff to the board of Directors.

PRINCIPLES:

- All staff have a right to work free from intimidation and fear.
- All participants have a right to participate free from intimidation and fear.
- The needs of the victim are paramount.
- Blackpool Football Club & Academy will not tolerate bullying behaviour.
- Bullied individuals will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

DEFINITION OF BULLYING:

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms: physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups.

FORMS OF BULLYING:

- Physical violence such as hitting, pushing or spitting at another person.
- Interfering with another person's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another person.
- Teasing or spreading rumours about another person or his/her family.
- Belittling another person's abilities and achievements.
- Writing offensive notes or graffiti about another person.
- Excluding another person from a group activity.
- Ridiculing another person's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

LINKS WITH OTHER POLICIES:

Safeguarding Children and Vulnerable Adults, E-Safety and Social Media, Whistleblowing, Equality and Diversity policies.

PARTICIPATION & CONSULTATION PROCESS

Blackpool Football Club & Academy is committed to involving participants, volunteers and partners in the writing of operational strategies. To support the development of this policy Blackpool Football Club & Academy have done the following:

- Feedback questionnaires distributed to staff, participants, parents and partners.
- Obtaining the views of the Directors.
- Monitoring evaluation and reviewing all policy annually.

RESPONSIBILITIES OF ALL STAKEHOLDERS:

Blackpool Football Club & Academy Staff Will:

- Foster in our participants self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our participants.
- Discuss bullying with all participant groups, so that every participant learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a staff member about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to participants who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to (Will Cowell – Designated Safeguarding Officer, Telephone: 07835900239 Email: william.cowell@blackpoolfc.co.uk).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Participants Will Be Expected To:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the participant who is being bullied, unless it is unsafe to do so.

- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to (Will Cowell - Designated Safeguarding Officer, Telephone: 01253 348691 Email: william.cowell@blackpoolfc.co.uk and explain the implications of allowing the bullying to continue unchecked, for themselves and for other participant.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying Anti-Bullying Policy.
- Informing Blackpool Football Club & Academy of any suspected bullying, even if their children are not involved.
- Co-operating with Blackpool Football Club & Academy, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The Responsibilities of All:

- Work together to combat and, hopefully in time, to eradicate bullying.

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR:

1. Report any incidents of bullying to the member of staff in charge at the session. If you are making a complaint regarding a member of staff please contact (Will Cowell - Designated Safeguarding Officer, Telephone: 07835900239 Email: william.cowell@blackpoolfc.co.uk).
2. Staff member will then contact the Lead Safeguarding Officer or Lead Safeguarding Officer will contact parents/carers/organisations of all persons concerned in the bullying incident.
3. An investigation will then take place where evidence will be gathered from all parties involved.
4. Feedback will then be provided to those concerned.

5. If applicable sanctions will then be imposed based upon the result of the investigation.
6. If required the Lead Safeguarding Officer will contact relevant professionals eg: LADO, Police, The FA, Premier League, CPSU.

CYBER-BULLYING:

Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself / herself.

By cyber-bullying, we mean:

- Bullying by electronic media.
- Bullying by texts or messages or calls on mobile phones.
- The use of mobile phone cameras to cause distress, fear or humiliation.
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
- Using e-mail to message others.
- Hijacking / cloning e-mail accounts.
- Making threatening, abusive, defamatory or humiliating remarks in chat rooms, to include Facebook, Twitter, Instagram and YouTube.

POLICY:

Blackpool Football Club & Academy educates its staff and participants both in the proper use of telecommunications and about the serious consequences of cyber-bullying and will continue to inform and educate its staff, participants and partners when changes occur.

Blackpool Football Club & Academy trains its staff to respond effectively to reports of cyber-bullying or harassment and has systems in place to respond to it. Whilst education and guidance remain at the heart of what we do, Blackpool Football Club & Academy reserves the right to take action against those who take part in cyber-bullying.

- All bullying is damaging but cyber-bullying and harassment can be invasive of privacy at all times. These acts may also be criminal acts.
- Blackpool Football Club & Academy supports victims and, when necessary, will work with the Police to detect those involved in criminal acts.
- Blackpool Football Club & Academy will use, as appropriate, the full range of sanctions to correct, punish or remove any person who is found to be bullying or harassing.

- Blackpool Football Club & Academy will use its power of confiscation equipment where necessary to prevent the committing of crimes or misuse of equipment.
- Anyone working or engaging with Blackpool Football Club & Academy are aware they have a duty to bring to the attention of the Designated Safeguarding Officer: Will Cowell - Telephone: 07835900239 or Email: william.cowell@blackpoolfc.co.uk examples of cyber-bullying or harassment that they know about or suspect.

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF:

Blackpool Football Club & Academy will offer all staff training in the area of anti-bullying. This will initially take place during induction and will then be revisited annually.

LEAD SAFEGUARDING CONTACT:

William Cowell - – Designated Safeguarding Officer (Blackpool FC / Academy)

Telephone: 01253 348691/07835900239

Email: william.cowell@blackpoolfc.co.uk

Nick Horne – Club Secretary

Email: Youth.admin@blackpoolfc.co.uk