



Anti - Bullying Policy

1/ Defining Bullying

Bullying is not always easy to define, it can take many forms and is usually repeated over a period of time. The three main types are:-

- Physical (ie. hitting, kicking, theft, etc)
- Verbal (ie. racist or homophobic remarks, threats, name calling, etc)
- Emotional (ie. isolating an individual from activities, etc)

They all will include :-

- Deliberate hostility and aggression towards a victim
- A victim who is weaker and less powerful than the bully or bullies
- An outcome which is always painful and distressing for the victim

Bullying behavior may also include :-

- Other forms of violence
- Sarcasm, spreading rumours, persistent teasing
- Tormenting, ridiculing, humiliation
- Racial taunts, graffiti, gestures
- Unwanted physical contact or abusive or offensive comments of a sexual nature

Emotional and verbal bullying is more common in football than physical violence, it also can be difficult to cope with or prove.

2/ The main reasons for having this Policy

The single most important factor for this Club, is that ALL it's Management Committee members, Team Managers, Assistants, Coaches, parents and the players themselves to subscribe to this policy.

We want to ensure that everybody within, or associated with, Cavaliers Football Club clearly understands that bullying will not be tolerated and what the implications are if bullying continues.

We want to ensure bullying is absent within our club, by players, (and coaching staff). It is important as bullying can result in children or young people becoming vulnerable and isolated. These particular children or young people could then become an easy target for adult abusers.

3/ What we commit to doing

We will :-

- Take any reported problems seriously
- Fully investigate any incidents
- Talk to bullies and victims, separately
- Take appropriate action such as:
 - Obtain apologies from bullies to victims
 - Inform parents of the bullies
 - Insist bullies compensate their victims
 - Hold club discussions about bullying
 - Provide support for the coach of the victim
- Encourage/Support the bully to change his/her behavior
- Impose sanctions against bullies, ie. exclusion
- Hold a follow up meeting with the victims family to report progress
- Inform all members of the club about the incident and the action taken
- Keep a written record of any incident and the action taken.

Cavaliers Committee