



Anti-Bullying Policy

INTRODUCTION

This policy has been adopted as a joint policy of Cambridge United Football Club and Cambridge United Foundation.

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a telling club. This means that anyone who knows that bullying is happening is expected to tell their respective Designated Safeguarding Officer

This Policy accompanies the Cambridge United Football Club 'Anti-Bullying Constitution'. The Anti-Bullying Constitution outlines the Club's policy on what behaviour constitutes bullying. All staff/volunteer are made aware of the Club's Anti-Bullying policy and commitment to not commit bullying offences whilst associated with Cambridge United Football Club.

The following sections outline how incidents of bullying will be handled by the Club.

PROCEDURE

1. Incidents of bullying will be reported to their department's respective Designated Safeguarding Officer.
2. In cases of serious bullying, the incidents will be referred to the County FA Welfare Officer for advice and possibly to The FA Case Management Team.
3. If bullying relates to a minor, parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully/bullies change their behaviour.
7. If mediation fails and the bullying is seen to continue, the club will initiate disciplinary action under the club's Disciplinary Policy or Participant Code of Conduct

RECOMMENDED CLUB ACTION

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate a small panel (made up from a Senior Manager, Foundation DSO, Secretary, committee members) should meet with the affected parties alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. The same 3 persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time. Consideration should also be given
5. If relevant the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

IN THE CASE OF ADULTS REPORTED TO BE BULLYING ANYONE WITHIN THE CLUB UNDER 18 YEARS OF AGE

1. The County Welfare Officer should always be informed and will advise on action to be taken where appropriate, this may include action by The FA Safeguarding Team.
2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, The FA's Safeguarding Children Education Programme may be recommended.
3. More serious cases may be referred to the Police and/or Children's Social Care.

ACTION TO BE TAKEN IN REGARDS TO AN INCIDENT OF DISCRIMINATORY NATURE

- If an incident occurs, perpetrators should be informed that discriminatory language and/or actions are offensive, and will not be tolerated. If an individual continues to make discriminatory remarks, explain in detail the effects that discrimination and bullying has on people. If it is a young person making the remarks their parents should be informed just as in any breach of the clubs Anti-Bullying Policy.
- If an individual makes persistent remarks, they should be removed from the training setting in line with managing challenging behaviour and the Foundation DSO or Management should talk to them in more detail about why their comments are unacceptable.
- If the problem persists, the individual should be made to understand the sanctions that will apply if they continue to use discriminatory language or behaviour.
- Consider inviting the parents/carers to the club to discuss the attitudes of the individual in line with the procedures detailed in this policy.

Version Updates

	Date
Policy Update	June 2015
Policy Update	July 2016
Policy Update	May 2017
Policy Update	May 2018
Policy Update	May 2019
Policy Update	May 2020
Policy Update	January 2022
Policy Update	January 2023

Reviewed last by	S Gomarsall
To be reviewed by	V Neal

Cambridge United Foundation is committed to promoting equality of opportunity for all staff, volunteers and job applicants. We aim to create a supportive and inclusive working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We do not discriminate on the basis of age, race, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, gender, gender reassignment, gender identity, marriage and civil partnership status, pregnancy and maternity, sexual orientation, disability, socio-economic background or any other inappropriate distinction or characteristic covered by the Equality Act 2010.