

## **Safeguarding**

Lichfield Community Football and Sports fully recognises the contribution it can make to protect children and support pupils in school and beyond. We are fully committed to safeguarding our children through prevention, protection, and support. We are also committed to actively promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs; the children are encouraged to develop and demonstrate skills and attitudes that will allow them to participate fully in and contribute positively to life. Any concerns should be referred to Jason or Lewis.

### *Aims and objectives at Lichfield Community Football and Sport*

Bullying is unacceptable and can damage children's individual needs. We therefore do all we can to prevent it, by developing a club ethos in which bullying is not tolerated under any circumstances (see behaviour policy). This policy aims to produce a consistent response to any bullying incidents that may occur. We aim to make all those connected with the club aware of our opposition to bullying, and we make clear each person's responsibilities regarding the eradication of bullying in our clubs/camps/sessions.

#### Our Club:

- Discusses, monitors, and reviews our Anti-Bullying Policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the club to uphold the anti-bullying policy.

### *A Definition of Bullying*

Bullying is a subjective experience that can take many forms. Various national and international definitions of bullying exist and most of these definitions have three things in common which reflect children's experience of bullying and evidence gained from extensive research in this area. The three common aspects in most definitions of bullying are that:

- It is deliberately hurtful behaviour
- It is usually repeated over time
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

## *Forms of Bullying*

Bullying behaviour across all types of bullying can represent itself in several different forms. Children and young people can be bullied in ways that are:

Physical – by being punched, pushed, or hurt; made to give up money or belongings; having property, clothes, or belongings damaged; being forced to do something they don't want to do.

Verbal – by being teased in a nasty way; insulted about their race, religion, or culture; called names in other ways or having offensive comments directed at them.

Indirect – by having nasty stories told about them; being left out, ignored, or excluded from groups.

Some bullying is physical: Electronic / 'cyberbullying' – via text message; via instant messenger services and social network sites; via email; and via images or videos posted on the internet or spread via mobile phones or other electronic devices.

## *Specific Types of Bullying*

The club recognises that although anyone can be bullied for almost any reason or difference, some children may be more vulnerable to bullying than others. Research has identified various types of bullying experienced by vulnerable groups of children. These include:

- Bullying related to race, religion, or culture
- Bullying related to special educational needs (SEN) or disabilities
- Bullying related to being of higher ability
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked-after children or otherwise related to home circumstances
- Sexist, sexual, or transphobic bullying.
- Derogatory language – relating to race, religion, culture, special educational needs, disability, age, gender, sexual orientation, appearance, health conditions, family/home circumstances

The club recognises that bullying is a complex type of behaviour occurring between individuals and groups. Different roles within bullying situations can be identified and include:

- The ringleader, who through their position of power can direct bullying activity
- Assistants/associates, who actively join in the bullying (sometimes because they are afraid of the ringleader)
- Reinforcers, who give positive feedback to those who are bullying, perhaps by smiling or laughing
- Outsiders/bystanders, who stay back or stay silent and thereby appear to condone or collude with the bullying behaviour
- Defenders, who try and intervene to stop the bullying or comfort children who experience bullying. Some children can adopt different roles simultaneously or at different times e.g., a

bullied child might be bullying another child at the same time, or a 'reinforcer' might become a 'defender' when the ringleader is not around.

We positively encourage all children to take responsibility for their behaviour and its consequences and to make a commitment to take action to end the bullying and provide support for the bullied child. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene. At Lichfield City Community Football, we encourage the bystander to get involved and not just watch and collude, to report incidents or support someone getting bullied.

### *Preventing, Identifying and Responding to Bullying*

We will:

- Work with staff to identify all forms of prejudice driven bullying.
- Train all staff to identify bullying and follow the club's policy and procedures on bullying.

Involvement of Children We will:

- Ensure Children know how to express worries and anxieties about bullying.
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying.
- Offer support to children who have been bullied.
- Work with children who have been bullied to address the problems they have.

Liaison with Parents and Carers We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.

### Responsibilities

This Policy only works if it ensures that the whole club community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- Lead coaches take responsibility to monitor and review this policy.
- All staff to be aware of this policy and implement it accordingly.
- Lead coaches to communicate the policy to the club's community.
- Children to abide by the policy.

### Monitoring and review

This policy is monitored on a day-to-day basis by the Lead coaches, who reviews the effectiveness of the policy. This anti-bullying policy is the coaches/lead coaches/director's responsibility, and they review its effectiveness annually.

Signed:

A handwritten signature in black ink, appearing to be 'Gerrard', written over a horizontal line.

Last Updated: **14/06/23**