



CAFC ACADEMY

ANTI - BULLYING POLICY 2018-19

Statement of Intent

Charlton Athletic Youth Academy is committed to providing a caring, friendly and safe environment for all of our players, so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Academy. If bullying does occur, all players should be able to tell, and know that incidents will be dealt with promptly and effectively. Charlton Athletic Youth Academy is committed to educating our players on how to treat everyone with respect.

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 can be: -

- **Emotional** Being unfriendly, excluding, and tormenting (e.g. hiding books, threatening gestures).
- **Physical** Pushing, kicking, hitting, punching or any use of violence.
- **Racist** Racial taunts, graffiti, gestures.
- **Sexual** Unwanted physical contact or sexually abusive comments.
- **Homophobic** Because of, or focussing on, the issue of sexuality.
- **Verbal** Name calling, sarcasm, spreading rumours, teasing.
- **Cyberbullying** Use of technology i.e. mobile phones or internet, to deliberately upset someone

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Players who are bullying need to learn different ways of behaving. Academies have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All staff, players and parents should have an understanding of what bullying is.
- All staff should know what the Academy policy is on bullying and follow it when bullying is reported.
- All players and parents should know what the Club policy is on bullying, and what they should do if bullying arises.
- As an Academy we take bullying seriously. Players and parents should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.

Signs & symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs, and they should investigate if a child: -



- Says he or she is being bullied
- Becomes withdrawn, anxious or lacking in confidence.
- Is unwilling to go to the Academy.
- Is frightened to say what is wrong.
- Attempts or threatens suicide or runs away.
- Changes their usual routine.
- Has unexplained cuts or bruises.
- Comes home with clothes torn or equipment damaged.
- Becomes aggressive, disruptive or unreasonable.
- Has a possession go 'missing'.
- Starts stammering.
- Cries them self to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in schoolwork.
- Doesn't want to go on the Academy minibus.
- Begs to be driven to the Academy
- Asks for money or starts stealing money (to pay bully).
- Has monies continually 'lost'.
- Is bullying other children or siblings.
- Gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.

Procedures

1. Report bullying incidents to Senior Academy staff, Club Welfare or Safeguarding Officer
2. In cases of serious bullying, staff will record the incidents.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem. Minutes should be taken for clarity, which should be agreed by all as a true account.
4. If necessary and appropriate, 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.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases suspension or de-registration will be considered.
3. If possible, the players will be reconciled
4. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.
5. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

In the case of adults reported to be bullying anyone within the club under 18

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 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.



Prevention

The Academy have a staff, players and parents Codes of Conduct, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part. All club members and parents will sign to accept the constitution upon joining the club

The Academy Senior Staff and Safeguarding Officer will raise awareness around bullying, why it matters and meet with staff, players and parents to discuss the issue openly and constructively. All Charlton Athletic Youth Academy staff are committed to promoting good practice, building a culture of safeguarding in action and also to make timely referrals to statutory agencies and football governing bodies, when there are concerns. The Academy strive to ensure all staff, players and parents are educated, trained and aware of policy and procedures surround safeguarding and the welfare of our members.

Useful Contacts

Charlton Athletic Youth Academy Safeguarding Contacts

Kiran Dingri- CAFC Academy Safeguarding Officer

- Email- kiran.dingri@cafc.co.uk
- Telephone number- 0738451783

Ladoki Toya- Education and Welfare Assistant

- Email- ladoki.toya@cafc.co.uk
- Telephone number-07464480797

Joe Francis- Academy Head of Education and Welfare

- Email- joe.francis@cafc.co.uk
- Telephone number- 07983363476

HELP ORGANISATIONS

F.A. /NSPCC Help line	0808 800
5000	
Kidscape (Parents Help line Monday – Friday 10 a.m. – 4 p.m.)	020 7730 3300
Parentline Plus	0808 800 2222
Childline	0800
1111	

Guidance for parents/carers

www.anti-bullyingalliance.org.uk/
www.stonewall.org.uk
www.bullying.co.uk
www.nspcc.org.uk/

Guidance for young people

www.youngstonewall.org.uk/
www.childline.org.uk
www.nspcc.org.uk/

Richard Murray

Non-Executive Chairman