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PART OF ENGLAND FOOTBALL



Kettering Town F.C. Academy
Latimer Park, Polwell Lane, Kettering, NN15 5PS
www.ktfcacademy.com

Anti- Bullying Policy

Reviewed Annually



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1. Policy statement

Everyone has a responsibility for safeguarding and promoting the welfare of everybody involved with Kettering Town FC.

Kettering Town FC and all its subsequent divisions; First Team, Womens, Youth Academy, etc. (KTFC) aims to provide a safe, caring, and friendly environment for staff (including Management and volunteers) and participants, to allow them to fulfil their role, engage effectively, improve their life chances and maximise potential. All involved with the Academy must feel safe in their environment and feel confident to seek support should they feel unsafe or bullied.

KTFC educates its staff and participants both in the proper use of telecommunications and about the serious consequences of cyberbullying and will continue to inform and educate its staff, participants and partners when changes occur.

2. Policy development

It is important that this policy has been developed through consultation, which involved all members of KTFC including participants, delivery staff and Management.

3. Principles

KTFC is committed to ensuring that all participants, staff and partners experience a supportive, caring and safe environment without the fear of being bullied. Bullying is an antisocial behaviour and affects everyone; it is unacceptable and will not be tolerated at the Club. If bullying does occur, all participants, staff and partners should know who to tell and feel confident that incidents will be dealt with promptly and effectively.



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KTFC promotes a safe environment where everyone feels able to enjoy and achieve and where success is recognised and rewarded. All involved are supported and guided in being able to manage and resolve conflict in a restorative way.

We believe that for everyone to benefit from our provision, KTFC should be a place where, the whole community (staff, support staff, families and other visitors) are made to feel welcome and comfortable and where everyone is treated with respect in an atmosphere free from intimidation.

We believe that all children and young people have the right of protection from harm, neglect and abuse (see safeguarding children policy). Their wellbeing is of paramount importance. KTFC aims to ensure good relationships between and good behaviour towards, all members of its community and that activities, learning and personal development take place in a climate of trust, safety and confidence.

4. Definition of bullying

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Safe to Learn: embedding anti bullying work in schools (2007)

4.1. How does bullying differ from teasing, falling out between friends

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying.



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This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved.

4.2. 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.

4.3. 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 themselves.

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

KTFC trains its staff to respond effectively to reports of cyber-bullying or harassment and has systems in place to respond to it.



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Whilst education and guidance remain at the heart of what we do, KTFC 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.

KTFC supports victims and, when necessary, will work with the Police to detect those involved in criminal acts.

KTFC will use, as appropriate, the full range of sanctions to correct, punish or remove any person who is found to be bullying or harassing.

KTFC will use its power of confiscation equipment where necessary to prevent the committing of crimes or misuse of equipment.

Anyone working or engaging with KTFC are aware they have a duty to bring to the attention of the **Designated Safeguarding Officer** (Telephone: 07447 029897) examples of cyber-bullying or harassment that they know about or suspect.

4.4. Illegal forms of bullying

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- hate crimes



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5. Responsibilities

5.1. Kettering Town FC 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 Joshua French – Designated Safeguarding Officer, Telephone: 07447 029897 Email: welfare@ktfccommunitytrust.com
- 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
- whistle blow any bullying conducted by staff (both KTFC and partner agencies) to the relevant manager

5.2. Participants will be expected to

- complete and abide by the participant code of conduct
- 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

5.3. 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
- speak to a member of staff and report it



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5.4. The responsibilities of parents and carers

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 a member of staff (Designated Safeguarding Officer, Telephone: 07447029897) 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.

Informing KTFC of any suspected bullying, even if their children are not involved.

Co-operating with KTFC, 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.

It is everyone's responsibility to report and prevent bullying



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6. Procedures for dealing with incidents of bullying

- 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 (Designated Safeguarding Officer, Telephone: 07447 029897).
- Staff member will then contact the Designated Safeguarding Officer
- Designated Safeguarding Officer will contact parents/carers/organisations of all persons concerned in the bullying incident.
- An investigation will then take place where evidence will be gathered from all parties involved.
- Feedback will then be provided to those concerned.
- If applicable sanctions will then be imposed based upon the result of the investigation.
- If required the Designated Safeguarding Officer will contact relevant agencies e.g. LADO, police, social services.

7. Training

KTFC will offer all staff training in the area of antibullying. This will initially take place during induction and will then be revisited annually



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8. Where to get help and advice

There are lots of organisations that provide support and advice if you're worried about bullying:

- Anti-Bullying Alliance
- Bullying UK
- Childline
- The Diana Award
- Internet Matters
- Kidscape
- The UK Safer Internet Centre
- UK Council for Child Internet Safety (UKCCIS)

**Please contact your Designated Safeguarding Officer
(DSO) should you feel the need to.
(Kettering Town FC)**