



LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

Est. 2021

(w) www.lwgfl.co.uk (e) secretary@lincswgfl.co.uk

Anti-Bullying Policy

Lincolnshire Women & Girls' Football League is committed to overseeing a caring, friendly and safe environment for all its members so they can participate in football in a relaxed and secure atmosphere. Bullying is not of any kind is unacceptable within the Lincolnshire Women & Girls' Football League

If bullying does occur, we expect that all club members or parents should be able to tell the respective club about the incidents and expect that all clubs will undertake a thorough investigation into these incidents and report findings to the Lincolnshire Women & Girls' Football League. This means that anyone who knows that bullying is happening is expected to tell their Club Welfare Officer or a Committee Member.

What is Bullying?

It 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 (emotionally and physically), sending hurtful text messages and tormenting, (e.g. hiding football boots/shin guards, 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 focusing on the issue of sexuality o **Verbal** – name-calling, sarcasm, spreading rumours, teasing

Additionally any form of bullying and discrimination will not be tolerated towards anyone including children, young people, adults, coaches/managers, parents and referees. The use of social media as a means of discrimination and bullying will also not be tolerated; this includes messages, adapted images, emojis and other posts that have a derogative underpinning meaning.

No-One Deserves to be a Victim

Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. The League has a responsibility to respond promptly and effectively to issues of bullying.

Respect





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Women and Girls may indicate by signs or behaviour that she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says they are being bullied;
- is unwilling to go to club sessions;
- becomes withdrawn anxious, or lacking in confidence ;
- feels ill before training sessions;
- comes home with clothes torn or training equipment damaged;
- has possessions go "missing";
- asks for money or starts stealing money (to pay the bully);
- has unexplained cuts or bruises;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;
- starts stammering;
- cries themselves to sleep at night or has nightmares;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- #stops eating o attempts or threatens suicide or runs away;

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

The Lincolnshire Women & Girls' Football League expects that each Club adopts this procedure:

All reports of bullying incidents are taken to the Club's Welfare Officer or a member of the clubs committee. Additionally, further contact can be made to the Lincolnshire Women & Girls' Football League Welfare Officers or the Lincolnshire FA Welfare Officer.

In cases of serious bullying, the incidents will be referred to the Lincolnshire Women & Girls' Football League and the Lincolnshire FA Welfare Officer for advice and possibly to The FA Case Management Team;

- Parents should be informed and will be asked to come in to a meeting to discuss the problem;
- If necessary and appropriate, the police will be consulted;
- The bullying behaviour or threats of bullying must be subjected to a full investigation and the bullying stopped quickly;





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- An attempt will be made to help the bully (bullies) change their behaviour;
- If mediation fails and the bullying is seen to continue the club will initiate disciplinary action

Recommended Club Action

The Lincolnshire Women & Girls' Football League will expect a club to deal with the situation appropriately; the following procedure will be followed:

- Reconciliation by getting the parties together;
- If this fails or indeed is not appropriate a small panel from the Club Committee including the Club Welfare Officer will meet with the parent and child alleging bullying to get details of the allegation. Minutes will be taken for clarity, which will be agreed by all as a true account. These minutes will be signed and dated by all respective parties.
- The same panel will 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 will again be taken and agreed; again these will be signed and dated;
- If bullying has in the panel's view taken place the individual will be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration will be given as to whether a reconciliation meeting between parties is appropriate at this time;
- In some cases 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 will monitor the situation for a given period to ensure the bullying is not being repeated;
- All coaches/managers involved with both individuals will be made aware of the concerns;
- In the case of adults reported to be bullying anyone under the age of 18, the Lincolnshire Women & Girls' Football League and the Lincolnshire FA Welfare Officer will always be informed and will advise on action to be taken where appropriate

