Anti-Bullying Policy

Review date: 1 October 2027

Club Name: Falmouth Town AFC
Effective Date: 11 October 2026

1. Policy Statement

Falmouth town AFC is committed to providing a safe, positive, and inclusive environment where all players, coaches, volunteers, officials, parents, and supporters are treated with dignity and respect.

The club has a zero-tolerance approach to bullying of any kind and is committed to preventing and addressing bullying behaviour promptly and effectively.

2. Purpose

The purpose of this policy is to:

- Promote a culture of respect and inclusion.
- Protect all members from bullying behaviour.
- Provide clear procedures for reporting and addressing concerns.
- Support anyone affected by bullying.
- Ensure compliance with safeguarding responsibilities.

3. What is Bullying?

Bullying is behaviour that intentionally hurts, intimidates, threatens, humiliates, or harms another person. It may be a one-off serious incident or repeated over time.

Bullying can include:

Verbal Bullying

- Name-calling
- Insults
- Threats
- Teasing

Physical Bullying

- Hitting
- Pushing
- Kicking
- Damaging personal belongings

Social Bullying

- Excluding someone from activities
- Spreading rumours
- Encouraging others to isolate an individual

Online (Cyber) Bullying

- Abusive messages

- Harmful social media posts
- Sharing images without permission
- Creating fake accounts to target others

Discriminatory Bullying

Bullying based on:

- Race or ethnicity
- Religion or belief
- Disability
- Gender
- Sexual orientation
- Any other protected characteristic

4. Responsibilities

Club Committee

The committee will:

- Promote a safe environment.
- Ensure safeguarding policies are implemented.
- Deal with bullying complaints fairly and confidentially.
- Support victims of bullying.

Coaches and Team Officials

Coaches will:

- Lead by example.
- Challenge inappropriate behaviour.
- Report concerns immediately.
- Support players affected by bullying.

Players

Players are expected to:

- Treat others with respect.
- Avoid bullying behaviour.
- Report bullying when they witness or experience it.
- Support teammates who may be affected.

Parents and Guardians

Parents should:

- Encourage positive behaviour.
- Report concerns promptly.
- Support investigations where necessary.

5. Reporting Bullying

Anyone who experiences or witnesses bullying should report it to:

Club Welfare Officer: Sue Little
Email: susanlittle546@btinternet.com
Telephone: 07768331353

Reports may be made by:

- Players
- Parents/guardians
- Coaches
- Volunteers
- Supporters

All complaints will be treated seriously and confidentially where possible.

6. Responding to Bullying

The club will:

1. Listen to all parties involved.
2. Record the concern appropriately.
3. Investigate the matter fairly.
4. Take suitable action based on the findings.
5. Provide support to those affected.
6. Monitor the situation to prevent recurrence.

7. Possible Outcomes

Depending on the seriousness of the incident, actions may include:

- Informal discussion and education.
- Formal warning.
- Behaviour agreement.
- Temporary suspension.
- Removal from club activities.
- Referral to the league, county FA, or relevant authorities if appropriate.

8. Support for Victims

The club will:

- Take reports seriously.
- Provide emotional support.
- Work with parents or guardians where appropriate.
- Monitor wellbeing following incidents.
- Ensure there is no retaliation against those reporting concerns.

9. Confidentiality

Information relating to bullying concerns will only be shared with those who need to know in order to safeguard individuals and investigate the matter appropriately.

10. Policy Review

This policy will be reviewed annually or sooner if legislation, safeguarding guidance, or club circumstances change.