



# **Northampton Town Football Club**

## **ANTI-BULLYING POLICY**



## INTRODUCTION

Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. The impact upon a child or young person can be devastating and, in some cases, affect all aspects of their life. In extreme circumstances it can lead to suicide threats or even attempts.

Northampton Town Football Club has a responsibility to respond promptly and effectively to issues of bullying.

### **Statement:**

Northampton Town Football Club is committed to providing a caring, friendly and safe environment for all players so that they can participate in football in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable and is regarded in football as a type of abuse. If bullying does occur, managers, coaches, players or their parents should be able to recognise this and know that incidents will be dealt with promptly and effectively. All incidents will be approached with equal thoroughness and consistency.

Northampton Town FC expects that anyone who knows that bullying is happening should report it to the Club Safeguarding/Welfare Officer or other appropriate member of staff, who will then in turn report it to the Club Safeguarding/Welfare Officer.

### **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 is unprovoked and repetitive.
- Bullying may be carried out by one person or by a group and gives the bully or bullies a perceived position of power.
- Bullying can be any of the following:

**Emotional** - Includes but is not limited to, being unfriendly, emotional or physical exclusion, sending hurtful text messages or messages on a social network such as Facebook, Instagram or Twitter, and tormenting (hiding property or making threatening gestures, for example).

**Physical** - Includes but is not limited to pushing, kicking, hitting, punching, or any other use of violence.

**Verbal** - Includes but is not limited to name-calling, spreading rumours, sarcasm or teasing.

Racist - Bullying because of or focussing on the issue of race. Sexual - Includes but is not limited to unwanted physical contact or sexually abusive comments.

**Bullying as a result of any form of discrimination** - Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability or ability.



Generally, these forms of bullying look like other sorts of bullying, but in particular it can include:

- Verbal abuse, for example and not exclusively, derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men, or that black, Asian and ethnic minority people are not as capable as white people
- Spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are “gay” – for example, “you’re such a gay boy!” or “those trainers are so gay!”
- Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental or emotional developmental delay.
- Referring to someone by the colour of their skin, rather than their name; using nicknames that have racial connotations; isolating someone because they come from another country or social background etc.

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated or undervalued. Ensure that club members know that discriminatory language and behaviour will not be tolerated in this club.

Victims of bullying may be smaller/weaker than their peers, larger than their peers, lacking in confidence, hard working or not conform to the group ‘norm’.

Bullies may be bigger/stronger than their victim, confident, less able, enjoy conflict and aggression, also be a victim of bullying, be trying to raise their self-esteem, be seeking attention, or be experiencing problems at home.

Objectives of this policy:

- Bullying will not be tolerated
- Players have the right to feel safe
- Every player is responsible for their own behaviour and expected to treat everyone with respect.
- All players, parents/carers, staff and volunteers should have an understanding of what bullying is.
- All players, parents/carers, staff and volunteers should know what Northampton Town Football Club's policy is on bullying and follow it when bullying is reported.
- Northampton Town Football Club takes bullying very seriously. Players and their parents/carers should be assured that they will be supported when bullying is reported.

Signs and indicators:

- A person may indicate by signs or behaviours that he or she is being bullied. Parents/carers, staff
- and volunteers 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 sessions
- Becomes withdrawn, anxious or lacks 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

In more extreme cases:

- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Bullies other children or siblings
- Stops eating
- 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.

Other Policies Related to this Policy:

1. Safeguarding Policy
2. Equality Policy
3. Health and Safety Policy
4. Safer Recruitment Policy
5. Whistle blowing Policy

***Prevention:***

Northampton Town Football Club has a comprehensive anti-bullying policy in place. All new coaches, players and their parents/carers can view this policy on PMA and updates are sent out by email. In the event of a bullying issue, the Club Welfare Officer will meet with appropriate other members of the Senior Management Team to discuss the issue openly and constructively and consider the best methods of approaching those involved. Prevention is better than cure.

***Contacts:***

- NTFC Senior Safeguarding Manager – Julie Delauney 01604 683761/07917 442266  
julie.delauney@ntfc.co.uk
- NTFC Designated Safeguarding Officer – Pete Stephenson 07788 421360 /  
pete.stephenson@ntfc.co.uk
- NTFC Player Care Lead – Lucan Burge 07856 162081 / lucan.burge@ntfc.co.uk



External contacts in the table below:

<b>Agency name/main contact</b>	<b>Phone Number</b>	<b>Email address</b>
Local Authority Local Safeguarding Children Board (LSCB)	01604 364031	doreferral@northamptonshire.gov.uk
Local Safeguarding Children Board's Designated Officer: Andy Smith/Sheila Kempster	01604 367862 / 01604 362633	ladoreferral@nctrust.co.uk
Local Authority Local Safeguarding Adults Board (LSAB)	01604 365681	
Multi Agency Safeguarding Hub (MASH)	0300 126 1000	
Emergency Duty Team	01604 837999	
Northampton Police	03000 111222/101	mail@northants.police.uk
Northamptonshire PREVENT Officer – Ash Sparkes	101 Ext. 348927 / 07557 778423	ashley.sparkes@Northants.pnn.police.uk
NSPCC/FA DEDICATED HELPLINE FOR VICTIMS OF ABUSE IN FOOTBALL	0800 0232642	
FA Safeguarding Duty Manager	0800 169 1863	Safeguarding.Children@thefa.com
EFL Safeguarding Manager – Alexandra Richards	01772 325940 / 07792284740	arichards@efl.com
EFL Safeguarding Regional Officer – Sarah Boyer		sboyer@efl.com
NFA Welfare Officer – Rosie Brown	01604 679 2200 / 01604 678404 / 07535 640452	safeguarding@northants.fa.com info@northamptonshirefa.com



## DOCUMENT CONTROL 2019-2022

### CHANGES HISTORY

**Annual review & coming into line with EFL Standards – Julie Delauney, DSO**

#### Review dates

August 2019
September 2020
August 2021

### Approvals

**Policy approved by James Whiting, NTFC CEO &  
Nick Ancel NTFC Club Secretary & SSM**

#### Review dates

August 2019
December 2020
August 2021

**Distribution – to all staff, players, parents and volunteers**

September 2019
January 2021
August 2021



## DOCUMENT CONTROL 2022 onwards

### CHANGES HISTORY

**Annual review & coming into line with EFL Standards – Pete Stephenson, DSO**

#### Review dates

August 2022
August 2023

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**Policy approved by James Whiting, NTFC CEO & Julie Delauney Academy Operations Manager & SSM**

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