



Anti-bullying Policy

At Hereford Lads Club we are committed to providing a caring, friendly and safe environment for all our members so they can participate in football in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell and know that incidents will be dealt with promptly and efficiently.

We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the Club Welfare Officer or any committee members.

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 (emotionally and physically), sending hurtful text messages, tormenting (eg 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 focussing on the issue of sexuality
- Verbal – Name calling, sarcasm, spreading rumours, teasing

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. Individuals who are bullying need to learn different ways of behaving. This club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All club members, coaches, officials and parents/carers should have an understanding of what bullying is.
- All club members, officials and coaching staff should know what the club policy on bullying is and follow it when bullying is reported.
- All players and parents/carers should know what the club policy is and what to do if bullying occurs.
- As a club, we take bullying seriously. Players and parents/carers should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.
- All club members, coaches, officials and parents/carers should have an appreciation of the signs and indicators of bullying.

HLC CWO: Kim Symons
Email: hlcwelfare@gmail.com