



ANTI-BULLYING POLICY

Bullying is hurtful behaviour which no child or young person should have to experience. The impact that bullying can have on a child's or young person's life should never be underestimated. In extreme cases, bullying can lead to a child or young person self-harming or taking their own life. Ballykeel Youth Football Club is committed to providing an environment which promotes fun, respect, inclusivity and equality for everyone involved in Club programmes.

Bullying is deemed to be unacceptable behaviour that compromises this ethos and will therefore be challenged and responded to. Staff or volunteers who witness bullying behaviour, whether it's child-to-child or adult to child, must respond immediately and report it in writing to the Club Chairman. Cases of serious bullying must be reported to the Child Welfare Officer.

- Staff and coaches must respect every child and young person's need for, and right to, an environment where safety, security, praise, recognition, opportunity and equality are available.
- Bullying behaviour will not be accepted or condoned at Ballykeel Youth Football Club.
- Any form of bullying will be taken seriously, be investigated and be promptly and appropriately responded to.
- Everyone involved Club Activities must understand what bullying is and how it affects those involved.
- Everybody has a responsibility to work together to stop bullying.
- The Clubs anti-bullying policy and reporting procedures will be made known to everyone involved so they know how to respond to bullying, should it occur
- The Club will support children and young people, and their parents / guardians, should they be subjected to bullying during Club activities.

RESPONDING TO BULLYING: PROCESS FOR STAFF AND VOLUNTEERS

- All cases of bullying must be reported to the Club Chairman in writing.
- Cases of serious bullying must be referred to the Child Welfare Officer in writing.
- Parents and guardians should be made aware that their child is being bullied, or is bullying others, and should be invited to meet with relevant staff members to discuss the problem.
- Where appropriate, the PSNI should be contacted
- Mediation should be used to help achieve a resolution if there is agreement from all parties.
- The bullying behaviour should be promptly addressed and stopped.
- Should the bullying behaviour continue, the Club will act in accordance with its disciplinary procedures.



IN THE EVENT OF A STAFF MEMBER OR VOLUNTEER BULLYING A CHILD OR YOUNG PERSON:

- A report should be written by the Chairman who is responsible for investigating the claim, and, where appropriate, implementing appropriate sanctions.
- Cases of serious bullying should be referred, in writing, to the Child Welfare Officer by the relevant coach.
- The Child Welfare Officer will assume responsibility for investigating the case and will advise the Club of its findings.
- The Club ultimately assumes responsibility for implementing sanctions relating to serious cases of bullying towards children.