Anti-Bullying Policy

**Introduction**

Cogenhoe United Football Club is dedicated to creating a safe and supportive environment for all players. We have a zero-tolerance approach to bullying and are committed to addressing and preventing any form of bullying within the club. This policy outlines our approach to preventing, identifying, and responding to bullying incidents.

**Definition of Bullying**

Bullying is defined as repeated, intentional behavior that causes harm or distress to others. It can take various forms, including:

• **Physical Bullying**: Hitting, kicking, or other physical aggression.

• **Verbal Bullying**: Insults, threats, or discriminatory remarks.

• **Social Bullying**: Excluding someone from a group, spreading rumors, or manipulating relationships.

• **Cyberbullying**: Using digital platforms to harass or intimidate others.

**Policy Objectives**

• **Prevention**: Promote a culture of respect and inclusion, and educate players, coaches, and parents about the importance of treating others with kindness.

• **Identification**: Encourage open communication and provide channels for reporting bullying incidents.

• **Response**: Take prompt and appropriate action to address and resolve bullying incidents, ensuring the safety and well-being of all involved.

**Reporting and Procedure**

• **Reporting**: Players, parents, and coaches should report any incidents of bullying to a designated club official. Reports can be made in person, by phone, or via [cogenhoeunitedsecretary@outlook.com].

• **Investigation**: All reported incidents will be investigated thoroughly and discreetly. The club will gather information from all parties involved to understand the situation fully.

• **Action**: Appropriate action will be taken based on the findings of the investigation. This may include disciplinary measures, support for the victim, and educational interventions for the perpetrator.

**Support for Victims**

• **Immediate Support**: The club will provide immediate support to victims of bullying, including access to counseling services if needed.

• **Long-Term Support**: Ongoing support will be provided to ensure the victim’s well-being and integration back into the club environment.

**Responsibilities of Coaches and Officials**

• **Training**: Coaches and club officials will receive training on recognizing and addressing bullying.

• **Monitoring**: Coaches and officials are responsible for monitoring behavior during club activities and intervening when necessary.

**Responsibilities of Parents and Guardians**

• **Support**: Parents and guardians should support the club’s anti-bullying efforts and encourage open communication with their children about respectful behavior.

• **Reporting**: Parents are encouraged to report any concerns about bullying to the club as soon as possible.

**Review and Compliance**

• **Policy Review**: This policy will be reviewed annually and updated as necessary to ensure its effectiveness.

• **Compliance**: All members of the club, including players, parents, coaches, and officials, are expected to adhere to this policy. Non-compliance may result in disciplinary action.

**Contact Information**

For questions or concerns regarding the Anti-Bullying Policy, please contact us via [cogenhoeunitedsecretary@outlook.com].

**Review and Updates**

This policy is reviewed annually and updated as necessary to reflect changes in best practices and legal requirements.