Anti-bullying policy

Stokenchurch Juniors Football Club

Reviewed: September 2026

1 What we mean by bullying

Bullying is behaviour by a person or group, repeated over time, that intentionally hurts another person physically or emotionally. It can include:

Physical hitting, kicking, pushing, or any unwanted physical contact, and taking or damaging belongings.	**Verbal** name-calling, insults, threats, sarcasm or persistent teasing.
Emotional deliberately excluding someone, spreading rumours, humiliating or intimidating them.	**Discriminatory** bullying based on race, faith, gender, disability, sexual orientation or any other characteristic.
Online/ Cyberbullying using phones, messaging apps, group chats, social media or gaming to threaten, exclude, humiliate or harassing, including sharing images or messages to upset someone.	

2 Our stance

Stokenchurch Juniors Football Club believes every child has the right to take part in football in a safe, friendly and enjoyable environment. Bullying of any kind is unacceptable at our club and will always be taken seriously. We are committed to preventing it, responding to it promptly, and supporting anyone affected.

3 Signs to watch out for

A child being bullied may not say so directly. Possible signs include:

- Becoming withdrawn, anxious or losing confidence.
- Suddenly not wanting to attend training or matches or making excuses.
- Unexplained injuries, or kit and belongings going missing or being damaged.
- Changes in behaviour, mood or performance.
- Being upset after using their phone or going online.

These can have other causes, but they are a prompt to pay attention and ask gently how the child is.

4 How to report bullying

Any child, parent/carer, coach or volunteer who experiences or witnesses bullying should report it to a coach or, ideally, to the Club Welfare Officer:

Kirsty Cooper **Welfare officer**	**07729 452942** welfare@wearesjfc.co.uk

- Reports are taken seriously and treated sensitively. Children are reassured that telling someone is the right thing to do.
- Where the behaviour raises a wider safeguarding concern, it is handled under the club's safeguarding policy and reported on as appropriate.

5 How we respond

1	The Club Welfare Officer or a designated coach will record what happened and talk to those involved.
2	The child who has been bullied is supported and reassured; the child who has been bullying is helped to understand and change their behaviour.
3	Parents/carers of the children involved are kept informed and involved as appropriate.
4	Sanctions are proportionate and may range from a warning to, in serious or repeated cases, suspension or removal from the club, in line with the club's codes of conduct and constitution.
5	The situation is monitored to make sure the bullying has stopped and does not recur.

6 Prevention

Respect

We promote our codes of conduct and a culture of respect, fair play and inclusion for everyone.

Positive role models

Coaches model positive behaviour and challenge unkindness early, before it becomes bullying.

Safe online behaviour

We set clear expectations for behaviour on team chats and social media, in line with our Photography & Social Media Policy.

Children are heard

We make sure children know who they can talk to and that they will be listened to.