



## FOUNDATION

### Anti-Bullying Policy

#### POLICY STATEMENT

Chelsea FC Foundation is committed to the prevention and effective management of bullying behaviour relating to anyone, but in particular children and vulnerable adults, taking part in any club activity. We are committed to providing a caring, friendly and safe environment for all players 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 staff, players and parents should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the club Safeguarding Manager or any other member of staff.

#### OBJECTIVES OF THIS POLICY

All club staff, coaches, parents/carers and players should have an understanding of what bullying is and should know what our policy is on bullying, and what they should do if bullying arises. As a club we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported and that bullying will not be tolerated.

#### WHAT IS BULLYING

Bullying is any persistent behaviour by an individual or group which intimidates, threatens or has a harmful and distressing impact on another individual or group. By persistent, it happens over a period of time (an hour, a day, over weeks etc.) and has a degree of repetition. Bullying behaviour may be any of the following:

- Verbal or social  
Material or emotional  
Physical or sexual
- Discriminatory (homophobic, racist)
- Cyber (via social media or mobile communication devices)

Bullying should always be taken seriously and where a victim feels they are being bullied then the situation should be investigated as such.

Bullying is different from fighting, which is usually a one off incident of physical conflict. It tends to be regular or frequent in nature initiated by a perpetrator onto a victim. Some examples are listed below:

- Name calling or making hurtful personal comments
- Ostracising or leaving someone out of the peer group activities Stealing or damaging possessions or extorting money Pressurising someone to conform with unwanted situations
- Harassment or aggression towards the victim Deliberately inflicting pain or injury

#### BANTER

Bullying is different from banter. Banter is a good -humoured, playful and friendly exchange of teasing remarks, often two way. Used amongst players is well-documented and can often support better team environments', it may even help improve performance.

However, the dividing line between banter, bullying and abuse is a narrow one and is ever shifting. One person's banter is another person's bullying, thus the dividing line is never clear and is based on how the words or actions are perceived. The acceptance of banter by the child can change over time - an amusing one -off tease can become hurtful if continuously repeated.

Where banter becomes bullying or abuse, this can have a detrimental effect on both the individual and or team performance.

#### Procedures

Report bullying incidents to:

- Your Line Manager
- Jo Nicholson, Operations Manager and Safeguarding Officer
- Shaun Gore, Head of Community

**For more information please refer to your copy of the coaches Handbook**

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