



# ANTI - BULLYING POLICY

Last updated: Sept 2025

## 1. Statement of Commitment

Limehouse Girls Football Club, known as Limehouse Laces, is committed to providing a safe, positive, and inclusive environment for all players in accordance with The FA Safeguarding Children Policy and Procedures.

Bullying of any kind is unacceptable within our club environment. All players have the right to participate in football free from fear, intimidation, humiliation, or abuse.

The welfare of the child is paramount.

We are a TELLING club. Any player, parent, guardian, carer, coach, or volunteer who becomes aware of bullying behaviour is expected to report it to the Club Welfare Officer or a committee member.

## 2. What Is Bullying

Bullying is behaviour that is:

- Repeated
- Intentional
- Involves an imbalance of power
- Causes harm, distress, or humiliation

Bullying can occur face-to-face or online and may include:

*Verbal* - Name-calling, mocking, taunting, threats, persistent teasing.

*Physical* - Hitting, pushing, kicking, intimidating behaviour, theft, or damage to property.

*Emotional* - Excluding, humiliating, spreading rumours, ridiculing.

*Cyberbullying* - The misuse of digital technologies or social media to threaten, humiliate, intimidate, or harm another person. This includes sharing abusive content, posting degrading material, impersonation, or distributing images or information without consent.

Bullying may also be discriminatory in nature, including racist, sexist, homophobic, biphobic, transphobic, disablist, or targeted at perceived differences.

## 3. Reporting and Procedures

All concerns should be reported to the Club Welfare Officer.

The Club will:

- Record all concerns formally
- Speak to all parties separately
- Inform parents or carers
- Seek guidance from the County FA Designated Safeguarding Officer where appropriate
- Refer serious cases to The FA Case Management Team or statutory agencies where required

Bullying behaviour will be investigated promptly and proportionately.

The Club may implement:

- Restorative meetings
- Behaviour agreements
- Increased supervision
- Temporary suspension
- Permanent removal from the Club in serious or repeated cases

In cases involving adults and anyone under 18, the County FA Safeguarding Officer must be informed.



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### 4. Admission and Prior Conduct

Limehouse Laces prioritises the emotional, physical and psychological safety of existing members. Where credible concerns are raised regarding previous or ongoing bullying behaviour, including behaviour that has occurred outside the club environment or through digital platforms, the Club reserves the right to review an individual's suitability for membership.

This may include:

- Reviewing documented evidence
- Consulting with the Club Welfare Officer and committee
- Seeking advice from the County FA Safeguarding Officer
- Placing conditions on membership
- Delaying or refusing membership where necessary to protect the welfare of current players

Membership is not automatic. The Club may decline or defer membership where there is sufficient safeguarding concern that a player's presence could compromise the wellbeing, safety, or confidence of existing members.

Where appropriate and proportionate, applications may be reviewed at a later stage if there is clear evidence of behavioural change and a sustained period without further incident.

The welfare of current players will always be the primary consideration.

### 5. Prevention

All players and parent / carers / guardians must agree to the Club Codes of Conduct upon joining.

The Club Welfare Officer will promote awareness of respectful behaviour, digital responsibility, and the importance of speaking up.

We aim to foster a culture where:

- Respect is expected
- Difference is valued
- Commitment matters
- Players are accountable for their behaviour