



London Warriors American Football Club

Anti-bullying Policy

The Club's anti-bullying policy sets out how we feel about bullying behaviour in the club, what we'll do to tackle it and how we'll support people who experience or display bullying behaviour. This policy uses the terms 'child' and 'young person' to describe any person under the age of 18. References to 'parents' should be read as parents and carers inclusively.

Bullying Behaviour

- All forms of bullying behaviour will be acted upon
- Everybody in the club has a responsibility to work together to stop bullying behaviour
- Bullying behaviour can include online as well as offline behaviour
- Bullying behaviour can include:
 - physically pushing, kicking, hitting, pinching etc
 - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
 - posting of derogatory or abusive comments, videos or images on social media
 - racist behaviour: including racially aggravated remarks, name-calling and racial exclusion
 - homophobic and transphobic comments
 - sexist slurs
 - offensive comments, taunts or gestures
 - sexual comments, suggestions or behaviour
 - unwanted physical contact

London Warriors American Football Club will:

- Recognise its duty of care and responsibility to safeguard all players from harm
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- Ensure that any form of bullying behaviour is not tolerated or condoned
- Require all members of the club or organisation to sign up this policy
- Take action to investigate and respond to any reports of bullying from children and young people
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour
- Ensure that coaches are given access to information, guidance and training on bullying



Everyone involved in the Club will:

- Encourage individuals to speak out about bullying behaviour
- Respect every person's need for, and right to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see
- Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

Supporting individuals

- We will let everyone know who is there to listen to and support them
- We will create an "open door" ethos where everyone feels confident to talk to an adult or a member of staff about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
- We will make sure everyone is aware of helpline numbers
- Anyone who reports an incident of bullying will be listened to carefully and reports taken seriously
- Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved
- Anyone experiencing bullying behaviour will be supported and helped to uphold their right to a safe environment
- Anyone displaying bullying behaviour will be supported and encouraged to develop better relationships
- We will make sure that any sanctions that are deemed required are proportionate and fair

Supporting parents/guardians

- Parents or guardians will be advised on the club or organisation's bullying policy and practice
- Any experience of bullying behaviour will be discussed with the child's parents or guardians
- Parents will be consulted on any action to be taken (for both the victim and the bully) and we'll agree on these actions together
- Information and advice on coping with bullying will be made available
- Support will be offered to parents, including information from other agencies or support lines



Key contacts

London Warriors Safeguarding Contacts

Designated Safeguarding Lead (DSL)

Kieron Smith
07920 527 218
kieron@londonwarriors.org.uk

Designated Safeguarding Lead (DSL)

Faye Eastwood
07877 359388
faye@londonwarriors.org.uk

Trustee Safeguarding and Child Protection Champion

Marvin Allen
07915 409 721
marvin@londonwarriors.org.uk

Company Secretary

Kieron Smith
07920 527 218
kieron@londonwarriors.org.uk

Other useful contacts

NSPCC Helpline

0808 800 5000
help@nspcc.org.uk
Text: 88858

Children Protection in Sport Unit

0116 234 7278
www.thecpsu.org.uk

Childline UK Helpline

0800 11111
<https://www.childline.org.uk/>

Kidscape

<https://www.kidscape.org.uk/>

Anti-Bullying Alliance

<https://anti-bullyingalliance.org.uk/>

BAFA Safeguarding Contact

Richard Watson (Safeguarding Lead)
safeguarding@britishamericanfootball.org

This policy was last reviewed and updated on 31st January 2025 and will be reviewed again by 31st January 2026 at the latest, or in the event of any significant changes.