



**Anti-Bullying, Racism  
and Discrimination  
Policy**

# Anti-Bullying, Racism and Discrimination Policy

The **Doncaster Mustangs** Anti-Bullying, Racism and Discrimination Policy sets out our approach Bullying, Racism and Discrimination in all forms, how we tackle it and how we will support our club members, players, coaches and volunteers who experience or display bullying behaviour.

## **BULLYING, RACISM AND DISCRIMINATION** **WILL NOT BE TOLERATED.**

**Doncaster Mustangs** are committed to providing a caring, friendly and safe environment for all our club members, players, coaches and volunteers so they can participate in American Football in a relaxed and secure atmosphere. The **Doncaster Mustangs** are absolutely committed to championing diversity and inclusion, and ensuring anyone can be part of our great game and all voices are heard equally.

We have a **strong and a zero-tolerance** policy towards any discrimination and bullying of any kind is unacceptable at our club. If discrimination and bullying does occur, all club members, players, coaches and volunteers should know that incidents of any discrimination and bullying will be dealt with **promptly and severly** by the management of **Doncaster Mustangs**.

This club is committed to playing its part to teach players to treat each other with respect and all voices are heard equal.

### **1. Objectives of this Policy**

All club members, players, coaches and volunteers should understand what discrimination and bullying is.

All club members, players, coaches and volunteers should know what the club policy is on discrimination and bullying and follow it when reported.

All club members, players, coaches and volunteers should know what the club policy is on discrimination and bullying, and what they should do if discrimination and bullying arises.

#### **1.1 Doncaster Mustangs will:**

- Recognise its duty of care and responsibility to safeguard all players from harm
- Promote and implement this anti-bullying, racism, discrimination policy in addition to our safeguarding policy and procedures
- Ensure that bullying, racism, discrimination behaviour is **not tolerated or condoned**
- Require all members of the club/organisation to sign up this policy
- Take action to investigate and respond to any reports of bullying, racism, discrimination from club members, players, coaches and volunteers and where appropriate children and young people
- Encourage and facilitate club members, players, coaches and volunteers, 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

## 1.2 Each club member, player, coach and volunteer will:

- Encourage individuals to speak out about bullying, racism, discrimination behaviour
- Respect every club members, players, coaches and volunteers need for, and right to, a play 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, racism, discrimination behaviour they see – by doing nothing you are condoning the behaviour

## 2. What is Bullying?

Bullying is the use of aggression to hurt another person. Bullying results in pain and distress to the victim.

### 2.1 Bullying can be:

- Emotional being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g. hiding football boots/equipment, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Sexual unwanted physical contact or sexually abusive comments
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyberbullying, using technology i.e. mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone.
- Trolling. This is the name given to posting deliberately offensive comments on people's social media pages, aimed at causing upset and distress. This type of behaviour could result in legal action.

### 2.2 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 - racial, homophobic, transphobic or sexist comments, taunts or gestures - sexual comments, suggestions or behaviour.
- Unwanted physical contact.

### 2.3 Cyber-bullying and Trolling

**Doncaster Mustangs** commits to ensuring our website and social networking pages are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

## 2.4 Why is it Important to Respond to Bullying?

- Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.
- Individuals who are bullying need to learn different, more appropriate, ways of behaving
- This club has a responsibility to respond promptly and effectively to issues of bullying

## 2.5 Signs and Indicators

A club member, player, coach and/or volunteer may indicate by signs or behaviour that they are being bullied. Other club members, players, coaches and volunteers should be aware of these possible signs and that they should investigate if a child:

- Says he or she is being bullied
- Is unwilling to go to club sessions
- Becomes withdrawn anxious, or lacking in confidence
- Continually feels ill before training sessions
- Comes home with clothes torn or training equipment damaged
- Have possessions go “missing”
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises
- Is frightened to say what’s wrong
- Gives improbable excuses for any of the above.

## 2.6 In more extreme cases:

- Starts stammering
- Becomes aggressive, disruptive or unreasonable
- Is bullying other club members, players, coaches and volunteers
- Attempts or threatens suicide or runs away.
- These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

## 3. Discrimination

3.1 Discrimination occurs when bullying is motivated by prejudice against certain people or groups of people. This may be because of their;

- gender,
- age,
- race,
- nationality,
- ethnic origin,
- religion or belief,
- sexual orientation,
- gender reassignment,
- Disability or ability.

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated or undervalued. All club members, players, coaches and volunteers should know that discriminatory language and behaviour **will not be tolerated** in this club.

If an incident occurs, club members, players, coaches and volunteers should be informed that discriminatory language is offensive, and **will not be tolerated**. If a member continues to make discriminatory remarks explain in detail the effects that discrimination and bullying has on people.



If it is a club member's, player's, coach's or volunteer's relative, parent or spouse making the remarks they should be informed just as in any breach of the club's Anti- Bullying, racism, discrimination behaviour policy.

### 3.2 Reporting and supporting club members, players, coaches and volunteers.

- We'll let the club member, player, coach or volunteer know who will listen to and support them
- We'll create an "open door" ethos where children (where appropriate), club member's, player's, coach's or volunteer's feel confident to talk to any bullying, racism, discrimination behaviour or any other issue that affects them.
- Potential barriers to talking (including those associated with a child's, club member, player, coach or volunteer's disability or impairment) will be acknowledged and addressed at the outset to enable children, club member, player, coach or volunteer to speak out
- We'll make sure children, club member, player, coach or volunteer are aware of helpline numbers
- Anyone who reports an incident of bullying, racism, discrimination will be listened to carefully and reports will be taken seriously.
- Any reported experience of bullying, racism, discrimination behaviour will be investigated and will involve listening carefully to all those involved.
- Children, club members, players, coaches or volunteers experiencing bullying, racism, discrimination behaviour will be supported and helped to uphold their right to play and live in a safe environment.
- Those who display bullying, racism, discrimination behaviour will be supported and encouraged to develop better relationships.
- We'll make sure that sanctions are proportionate and fair.

### 3.4 Immediate and swift action in the face of bullying, racism, discrimination.

If a club member, player, coach or volunteer makes persistent remarks, they **will be removed** from the training, practice and game setting, in line with **Doncaster Mustangs** managing challenging, bullying, racism, discrimination behaviour. The club General Manager, Head coach or club officials will talk to them in more detail about why their comments are unacceptable.

If the problem persists, club member, player, coach or volunteer will be made to understand the sanctions that will apply if they continue to use discriminatory language or behaviour.

## 4. Procedures

4.1 Report bullying, racism and any discrimination incidents to the **General Manager** or a nominated safeguarding officer. In cases of serious bullying, racism and any discrimination the incidents will be referred to the BAFA safeguarding contact email: [safeguarding@britishamericanfootball.org](mailto:safeguarding@britishamericanfootball.org)

4.2 An attempt will be made to help the person in question change their behaviour. However, if mediation fails and the bullying, racism and any discrimination is seen to continue the club will initiate disciplinary action. If necessary and appropriate, the police will be consulted in cases of serious bullying, racism, discrimination behaviour or continued threats of bullying racism, discrimination.

## 5. Club Action

If the club management decides it is appropriate for them to deal with the situation, they will follow the procedure outlined below:

5.1 Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.

5.2 If this fails/not appropriate a small panel (made up from General Manager, Head Coach, Lead Safeguarding Officer and any other nominated coach) should meet with the person alleging bullying, racism, discrimination to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.

The same three persons should meet with the alleged person and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.

If a person has in their view taken place, the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues.

In the case of racism, it will be taken as a **serious breach of club ethics** and be classed a **gross-misconduct** with the person **expelled from the Doncaster Mustangs, with immediate effect**. A proven case of racism or discrimination will forfeit any subscriptions paid to the club by the person in question.

All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning/dismissal.

## 6. Relatives, parents or spouses.

6.1 In the case of a (club member's, player's, coach's or volunteer's) relatives, parents or spouses alleged or have displayed bullying, racism, discriminative behaviour towards anyone within the club or opposition club members, players, coaches or volunteers. They will be asked to leave the training session, practice event, game and will face potential bans from any club or BAFA activities.

More serious cases involving; relatives, parents or spouses, may be referred to the Police and/or BAFA.

Support to relatives, parents or spouses

- Relatives, parents or spouses, will be advised on the club or Anti-Bullying, Racism and Discrimination Policy and practice
- Any experience of bullying, Racism and Discrimination behaviour will be discussed with the Relatives, parents or spouses
- Relatives, parents or spouses will be consulted on action to be taken (for both victim and bully) and we'll agree on these actions together
- Information and advice on coping with bullying will be made available



## Useful contacts

**BAFA** - [Safeguarding@britishamericanfootball.org](mailto:Safeguarding@britishamericanfootball.org)

**NSPCC Helpline** - 0808 800 5000

**Childline** 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)

**Kidscape** [www.kidscape.org.uk](http://www.kidscape.org.uk)

**Anti-Bullying Alliance** [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

This Policy is adapted from the Child Protection in Sport Unit in partnership with the NSPCC



**Doncaster Mustangs (BAFA Club Number CL000173)**  
**Registered Address** 22 Palington Grove, Cantley, Doncaster, South Yorkshire, DN4 6LP