



# SOUTHAMPTON FOOTBALL CLUB ANTI-BULLYING COMMITMENT

NOVEMBER 2020





## BULLYING IS...



Repeated & deliberate behaviour towards someone

Physical or verbal abuse

An imbalance of power

Making rude or offensive comments

Deliberately and unfairly excluding people

Harassing, intimidating or threatening behaviour

Spreading rumours

**Bullying can be face to face or online and is the continual targeting of any or all of the above.**



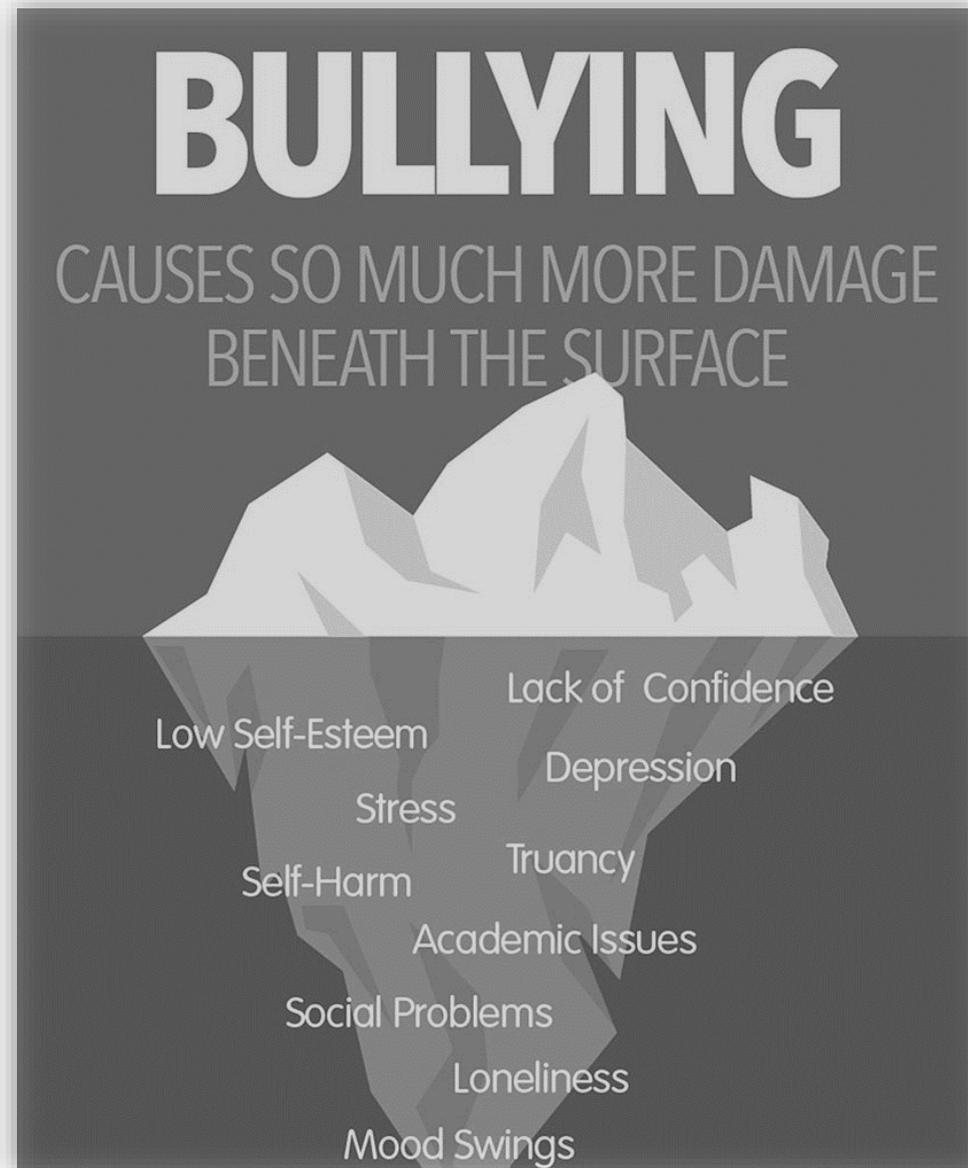
## OUR AIMS



**WE WILL** create a bully free environment that protects and promotes the physical, emotion and mental wellbeing of all staff, players, coaches and everyone else that we work with

### TO DO THIS WE WILL ALWAYS:

- **STAND** together against bullying
- **SPEAK UP** if someone is being bullied
- **SUPPORT** anyone who may be getting bullied
- Take all allegations of bullying **SERIOUSLY**
- Take **ACTION** against all types of bullying
- Be a **POSITIVE** role models
- **CREATE** fair, equal and inclusive environments





### **TO PREVENT BULLYING HERE AT SOUTHAMPTON FOOTBALL CLUB, OUR BOARD AND SENIOR MANAGERS ALL WILL WORK TO:**

#### **CULTURE**

- > Create a culture where everyone is treated fairly and with respect regardless of any differences
- > Create an open and transparent culture where everyone is confident to speak up

#### **REPORTING & SUPPORT**

- > Support anyone reporting incidents of bullying
- > Take action to challenge and address bullying behaviour
- > Ensure that we have the right processes in place to deal with incidents of bullying

#### **TRAINING & AWARENESS**

- > Invest in staff training to help raise awareness and understanding
- > Ensure our staff know what bullying is and what to look for and how to report it
- > Raise awareness and consistently promote our commitment to anti-bullying across all areas of the club



## SPEAKING UP



If you are worried that someone is being bullied or if you feel like you are being bullied, we are here to help. Please never ignore anything that makes you uncomfortable or feel that you need to suffer in silence.

You can always:

- Speak to our safeguarding Team
- Speak to a member of the HR Team
- Use any of our Speak Up channels

We will always work to support any victim of bullying and work with them to find an effective way forward that they are comfortable with.





## ADDITIONAL SUPPORT



### Southampton Football Club's Safeguarding Team

Email: [safeguarding@saintsfc.co.uk](mailto:safeguarding@saintsfc.co.uk)



### NSPCC Anti-bullying Helpline

Tel: 0808 800 5000

Website: <https://www.nspcc.org.uk>



### Anti-Bullying Alliance

Website: [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

No matter  
**WHERE**  
you are...

**WHO**  
you are...

Or **WHAT**  
you do...

**It's**  
**NEVER**  
**ok to**  
**BULLY**