

ANTI-BULLYING

Policy Purpose

The purpose of this policy statement is to detail our commitment to safeguarding by ensuring that children or adults attending Norwich City Football Club environments or participating in our activities are protected from the harms caused by bullying.

Scope

This policy applies to all Norwich City Football Club ("Club") employees, including those on temporary and fixed-term contracts.

Norwich City Football Club is committed to being a Home for Everyone – an inclusive and safe environment where everyone can thrive, and all feel welcome. We will do this by embedding a culture where every individual engaged with the club is treated with respect and met with positivity and compassion. We are all responsible for upholding the Club's values by ensuring others feel included and valued, championing equality, and challenging all forms of discrimination, increasing our knowledge to develop the confidence to do so.

We believe that together we are stronger; we celebrate diversity and will proactively work with our community to ensure everyone has a fair opportunity to participate. This way Norwich City Football Club will build a culture to be proud of – we will build a Home for Everyone.

This policy supersedes any previous policies prior to its issue date.

Legal Framework

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children and adults in the UK.

The National Bullying Helpline provides summaries of the key legislation and guidance on:

<https://www.nationalbullyinghelpline.co.uk/>

We believe

- children and adults should never experience abuse or maltreatment of any kind.
- we have a responsibility to promote the welfare of all children and adults, to keep them safe and operate in a way that protects them.

We recognise that

- bullying causes real distress and affects a person's health and development.
- in some instances, bullying can cause significant harm.

- all children and adults, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, marital or pregnancy and maternal status have the right to equal protection from all types of harm or abuse.
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities.
- holding regular discussions with staff, volunteers, participants and their families or carers who use our organisation, about bullying and how to prevent it.
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including prejudice-based bullying.
- putting clear and robust anti-bullying procedures in place.

Regular discussions with staff, volunteers, children and adults, their families or carers will focus on:

- colleagues' and participants' responsibilities to look after one another and uphold the behaviour code.
- making sure that we can hear and understand personal perspectives.
- respecting the fact that we are all different.
- making sure that no one is isolated and without friends.
- dealing with problems in a positive and solution focused way.
- checking that our anti-bullying measures are working well.

Responding to Bullying

We will make sure our response to incidents of bullying considers:

- the needs of the person being bullied.
- the needs of the person displaying bullying behaviour.
- needs of any other involved party.
- our organisation as a whole

We will take positive action where bullying is identified to reduce the risk of further harm and to promote confidence.

We will develop plans to address any incidents of bullying and review them at regular intervals, to ensure that the problem has been resolved in the long term.

More information about responding effectively to cyberbullying is available:

- [protecting children from bullying and cyberbullying](#)
- <https://www.anncrafttrust.org/resources/what-is-cyber-bullying/>

Responsibility and Key Contacts

<https://www.canaries.co.uk/club/safeguarding>

Associated Policies

Safeguarding Children Policy

Safeguarding Adults Policy

Responding to and Managing Allegations Policy

Low Level Concerns Policy

Safeguarding -Behaviour Codes

Policy Issue Date	September 2020	
Policy Review	May 2022	No changes made
	March 2024	Removal of term young person and adults at risk expanded to all adults Updated external Links. Addition of key contact link.
Policy Review	November 2024	Branding update
Policy Review	June 2025	Addition of term maltreatment to our belief section.
Next Review Due	June 2026	

This policy is next due for a general review on the above date. It may however be reviewed and updated earlier, in the event of a change in Club requirements, or relevant legislation.