



Anti Bullying Policy

Mandurah City Football Club, 65-85 Mahogany Drive, Halls Head, WA. 6210

Mandurah City Football Club is committed to fostering a safe, supportive, and welcoming environment for all members to engage in Football. Bullying of any form is strictly prohibited. Should any incidents of bullying arise, they will be addressed swiftly and efficiently. Mandurah City Football Club maintains a zero-tolerance policy towards such behaviour.

What Is Bullying?

To effectively address bullying when it arises, it is crucial to comprehend its definition. Bullying is characterised by aggressive behaviour aimed at causing harm to another individual, leading to significant pain and distress for the victim. There are three primary forms of bullying: verbal, physical, and emotional. Verbal bullying involves the use of insulting remarks, falsehoods, malicious rumours, teasing, mockery, and derogatory names. Emotional bullying manifests through unfriendliness and the dissemination of hurtful or tormenting messages via social media. Social exclusion or isolation also falls under this category. Physical bullying encompasses actions such as pushing, kicking, hitting, or any other form of violent behaviour. Additionally, bullying can involve negative remarks related to religion, race, colour, gender, or sexuality, including taunts, graffiti, and gestures. It may also include unwanted sexual contact or abusive sexual comments, as well as the misuse of social media platforms.

Signs and Indicators

A person may express that they are experiencing bullying through various indicators, and it is essential for adults and peers to recognise these potential signs and take action if the person:

- Reports being bullied
- Shows reluctance or fear about attending training, practice, or games
- Appears withdrawn, anxious, or lacking self-confidence
- Complains of feeling unwell before training sessions - Exhibits nervousness or jumpiness when receiving messages (e.g., text, instant message, phone call, social media)
- Returns home with torn clothing or damaged training gear
- Requests money or begins to steal money (to appease the bully)
- Displays unexplained cuts or bruises
- Is hesitant to disclose what is troubling them
- Provides unlikely excuses for any of the aforementioned behaviours. In more severe cases, additional signs may include:
 - Experiencing distress or nightmares
 - Becoming aggressive, disruptive, or unreasonable
 - Engaging in bullying behaviour towards other children or siblings
 - Losing interest in eating
 - Mentioning thoughts of suicide, attempting to run away, or inflicting self-harm

While these signs and behaviours may point to other issues, it is crucial to consider the possibility of bullying and to investigate further.



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WHY DO PLAYERS SOMETIMES BULLY OTHER PLAYERS?

Players may engage in bullying for several reasons: They might not have received proper guidance on the unacceptability of bullying behaviour, which is not tolerated by Mandurah City Football Club. They may perceive it as entertaining or humorous. They could be struggling with their own self-esteem issues. They might be imitating the behaviour of older siblings, peers, parents, or even staff members within the organisation. They may feel pressured to bully by their friends. They might have experienced bullying themselves at some stage.

AS A COACH/MANAGER/PARENT/GUARDIAN/PEER/REFEREE- WHAT CAN YOU DO IF YOU THINK SOMEONE IS BEING BULLIED?

Engage directly with the player. Treat any reports of bullying they share with utmost seriousness. Discuss their experiences in a calm manner, ensuring you listen attentively and validate their feelings. Document the details of what the player communicates. Assure the player that they have made the right choice in confiding in you. Avoid suggesting any form of retaliation. Reach out to the Mandurah City Football Club Welfare Officer promptly for further assistance.

PROCEDURES

1. It is essential to promptly inform the Mandurah City Football Club Head Coach or the Mandurah City Football Club Administrator about any incidents or behaviours related to bullying.
2. The organisation is committed to addressing all concerns with seriousness, conducting a thorough investigation, and providing timely feedback.
3. In more severe situations, parents or guardians may be invited to participate in discussions regarding the issue.
4. If deemed necessary, law enforcement may be involved.
5. Should bullying be confirmed, immediate action will be taken to remove the offending player(s) from the organisation until an appropriate resolution is achieved in accordance with Mandurah City Football Club's organisational policies.
6. Documentation will be maintained regarding the incidents, the investigation process, and any actions taken.

Policy review

This policy will be reviewed annually to ensure it remains relevant to Mandurah City's operations and reflects both community expectations and legal requirements.

	Name of Creator	Endorsed By	Updates
7 th September 2024	J Webb		Policy Created