



# NC United FC Anti-Bullying Policy

Document Creation Date: 18/12/2025– V1.0

## 1. Policy Statement

NC United Football Club is committed to providing a safe, positive, and inclusive environment where all children and adults can enjoy football free from bullying, harassment, or intimidation.

The Club operates a zero-tolerance approach to bullying and will take all concerns seriously. Bullying of any form is unacceptable and will not be tolerated under any circumstances.

The welfare of the child is paramount.

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## 2. Scope

This policy applies to:

- All players
- Parents and carers
- Coaches, volunteers, and team officials
- Club committee members
- Any individual involved in NC United FC activities

It applies during:

- Training sessions
  - Matches
  - Tournaments
  - Club-organised events
  - Online and digital environments connected to the Club
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## 3. What Is Bullying?

Bullying is behaviour that is:

- Repeated, intentional, and
- Intended to hurt, intimidate, undermine, or exclude another person

Bullying can include, but is not limited to:

- Physical bullying
- Verbal abuse or name-calling
- Emotional or psychological bullying
- Social exclusion
- Cyberbullying (social media, messaging apps, online comments)





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- Discriminatory bullying based on protected characteristics

Bullying may be carried out by:

- Child to child
- Adult to child
- Adult to adult

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## 4. Zero-Tolerance Approach

NC United FC operates a zero-tolerance approach to bullying.

Any form of bullying behaviour:

- Will be challenged
- Will be investigated appropriately
- May result in disciplinary action in line with Club and FA procedures

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## 5. Responsibilities

Coaches and Volunteers

Coaches and volunteers:

- Must promote positive behaviour and respect
- Must challenge bullying behaviour immediately
- Must report concerns promptly
- Must follow FA Codes of Conduct and Club policies

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### Parents and Carers

Parents and carers are expected to:

- Support the Club's zero-tolerance approach
- Promote respectful behaviour on and off the pitch
- Raise concerns appropriately and not via social media or touchline confrontation

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### Players

Players are expected to:

- Treat others with respect





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- Report bullying to a trusted adult
  - Support teammates and promote inclusion
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## 6. Reporting Bullying Concerns

Any concerns relating to bullying must be reported without delay.

Concerns can be reported to the Club Welfare Officers:

- Melissa Giles – Welfare Officer (U11 and below)
- Matthew Armstrong – Welfare Officer (U12 and above)

 Email: [welfarecutdfc@gmail.com](mailto:welfarecutdfc@gmail.com)

 Online: Witness Statement via the Welfare tab at

 <https://ncutdfc.co.uk/>

Bullying concerns may also be raised verbally initially, but will be recorded formally.

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## 7. Safeguarding and Complaints

- Bullying concerns involving a child's welfare will be managed in line with the Club's Safeguarding Children Policy
- Bullying concerns involving conduct or behaviour may be managed under the Complaints & Disciplinary Policy
- Serious concerns may be referred to the County FA or statutory agencies where appropriate

The Club will not investigate safeguarding concerns internally.

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## 8. Action and Outcomes

Following appropriate consideration, actions may include:

- Support for the child or individual affected
- Informal resolution
- Education and guidance
- Warnings or sanctions
- Suspension or removal from Club activities
- Referral to the County FA

All actions will be proportionate, fair, and focused on safeguarding and wellbeing.

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## 9. Confidentiality

All bullying concerns will be handled sensitively and confidentially. Information will only be shared on a need-to-know basis to protect those involved.

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## NC United FC Commitment

NC United FC is committed to fostering a respectful, inclusive football environment where bullying is not accepted and where everyone feels safe, supported, and able to enjoy the game.

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**Updated:** 18/12/2025

**Review Date:** 18/12/2026

**Approved by:** NC United Committee

