



BRITISH AMERICAN FOOTBALL REFEREES ASSOCIATION LIMITED

Anti – bullying policy

BAFRA is committed to providing a caring, friendly and safe environment for all of our members so they can train, and officiate, in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at BAFRA. If bullying does occur, all members should be able to tell, and know, incidents will be dealt with promptly and effectively. We are a TELLING organisation. This means anyone who knows bullying is happening is expected to tell someone who can do something about it.

BAFRA will not tolerate bullying in any form. BAFRA takes bullying seriously. All members should be assured they will be supported when bullying is reported.

Bullying can take many forms:

- Emotional: being unfriendly, excluding, tormenting (for example: hiding kit, or making threatening gestures)
- Physical: pushing kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti and/or gestures
- Sexual: unwanted physical contact or sexual abusive comments
- Homophobic: being of, or focusing on, the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours and teasing
- Cyber: bullying behaviour online or via electronic communication (email and text, social media etc). Misuse of associated technology, such as camera and video facilities.

Process for responding to Bullying

- All bullying incidents to the BAFRA Safeguarding Officer
- In cases of serious bullying, the incidents will be reported to the BAFRA Safeguarding Team for advice via the BAFRA Safeguarding Officer and where appropriate this will be past on to the BAFRA Disciplinary team.
- Parties should be informed and invited to a meeting to discuss the problem
- If necessary, and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

- An attempt will be made to help the bully (bullies) change their behaviour
- In cases of adults reported to be bullying persons U18, BAFRA will be informed and will advise on any appropriate action to be taken