



Appendix 7

Irish FA Anti-Bullying Policy

Bullying is hurtful behavior which no child or young person should have to experience. The impact that bullying can have on a child's or young person's life should never be underestimated. In extreme cases, bullying can lead to a child or young person self-harming or taking their own life.

The Irish FA is committed to providing an environment which promotes fun, respect, inclusivity and equality for everyone involved in Association programmes. Bullying is deemed to be unacceptable behavior that compromises this ethos and will therefore be challenged and responded to. Staff or volunteers who witness bullying behavior, whether it's child-to-child or adult to child, must respond immediately and report it in writing to their line manager. Cases of serious bullying must be reported to the Child Welfare Department.

IRISH FA ANTI-BULLYING POLICY

- Staff and coaches must respect every child and young person's need for, and right to, an environment where safety, security, praise, recognition, opportunity and equality are available.
- Bullying behaviour will not be accepted or condoned at Irish FA programmes.

- Any form of bullying will be taken seriously, be investigated and be promptly and appropriately responded to.
- Everyone involved in Irish FA programmes must understand what bullying is and how it affects those involved.
- Everybody has a responsibility to work together to stop bullying.
- The Association's anti-bullying policy and reporting procedures will be made known to everyone involved in Irish FA programmes so they know how to respond to bullying, should it occur
- The Association will support children and young people, and their parents / guardians, should they be subjected to bullying during Irish FA programmes.

RESPONDING TO BULLYING: PROCESS FOR STAFF AND VOLUNTEERS

- All cases of bullying must be reported to your Line Manager in writing.
- Cases of serious bullying must be referred to the Child Welfare Department in writing.
- Parents and guardians should be made aware that their child is being bullied, or is bullying others, and should be invited to meet with relevant staff members to discuss the problem.
- Where appropriate, the PSNI should be contacted
- Mediation should be used to help achieve a resolution if there is agreement from all parties.
- The bullying behavior should be promptly addressed and stopped.
- Should the bullying behavior continue, the Association will act in accordance with its disciplinary procedures.

IN THE EVENT OF A STAFF MEMBER OR VOLUNTEER BULLYING A CHILD OR YOUNG PERSON:

- A report should be written by the Line Manager who is responsible for investigating the claim, and, where appropriate, implementing appropriate sanctions.
- Cases of serious bullying should be referred, in writing, to the Child Welfare Department by the relevant line manager.
- The Child Welfare Department will assume responsibility for investigating the case and will advise the Association of its findings.
- The Association ultimately assumes responsibility for implementing sanctions relating to serious cases of bullying towards children and young people.

