NEWHAM SPORTS CLUB
PROGRESSIO CUM POPULO

ANTI-BULLYING & BEHAVIOUR MANAGEMENT

POLICY

ADOPTED	NEXT REVIEW	OWNER
01/09/2026	September 2027	Newham Sports Club Board

01 OUR COMMITMENT

Every participant has the right to take part in NSC activity free from bullying, discrimination, or intimidation — whether that happens in person, online, or through exclusion by peers. This applies across every programme: futsal, badminton, basketball, HAF, Social Kitchen, and the Youth Led Sports Hubs.

02 WHAT COUNTS AS BULLYING

Repeated behaviour intended to hurt someone physically or emotionally, including: name-calling, exclusion, physical intimidation, taking or damaging belongings, spreading rumours, and online/cyberbullying (including in group chats connected to NSC activity). A one-off unkind comment or ordinary disagreement isn't automatically "bullying" — but is still addressed under general behaviour management (Section 4) and shouldn't be ignored.

03 REPORTING BULLYING

- Any participant, parent/carer, or member of staff can report a concern to a coach, Lead Adult, or the DSL.
- Reports are taken seriously regardless of who raises them, and never dismissed as "just kids being kids."
- If the bullying itself constitutes a safeguarding concern (e.g. it's severe, sustained, or involves a vulnerable participant), it's also reported through the Safeguarding Policy's procedure.

04 RESPONDING — OUR APPROACH TO BEHAVIOUR GENERALLY

NSC uses a graduated, restorative approach rather than jumping straight to exclusion:

1. **In-session redirection** — a quiet word, a role change, a short break from the activity.
2. **Conversation with the participant** (and parent/carer if under 18) about what happened and what needs to change.
3. **A behaviour plan**, agreed with the participant where appropriate — consistent with co-production, our young people help shape what a fair consequence looks like.
4. **Temporary suspension from a session or programme**, used only when needed to keep others safe, and always communicated to parents/carers.
5. **Removal from the programme** — a last resort, used only after the steps above have been tried (or where there's been a serious single incident, e.g. violence), and always reviewed by the DSL and at least one other Lead Adult, not by one coach alone.

Sanctions never include physical punishment, public humiliation, or withdrawing food (relevant given HAF/Social Kitchen).

05 SUPPORT FOR THE PERSON AFFECTED

Anyone affected by bullying is offered support — a check-in from a trusted adult, adjusted groupings, or referral to external support where needed — not just action against the person responsible.

06 RECORDING

Bullying incidents and behaviour sanctions beyond in-session redirection are logged in writing (what happened, action taken, follow-up), so patterns are visible to the DSL and Lead Adults over time.

07 REVIEW

Reviewed annually alongside the Safeguarding Policy. **Next review: September 2027.**

ADOPTION

Approved and formally adopted by the Newham Sports Club Board.

ROLE	NAME	SIGNATURE	DATE
Chair	Naser Mohamed	Naser Mohamed	01/09/2026
Treasurer & Deputy Safeguarding Lead	Abdirahman Mohamed	Abdirahman Mohamed	01/09/2026
Secretary & Governance Officer	Uthman Sanusi Mohammed	Uthman Sanusi Mohammed	01/09/2026

Adoption date: 01/09/2026 · **Next review:** September 2027