



Anti-Bullying Policy

Football Supporters' Society of Bury (FSSB)

1. Policy Statement

FSSB is fully committed to creating a welcoming, respectful, and inclusive environment where bullying is not tolerated under any circumstances. Every member, volunteer has the right to be treated with dignity and respect.

This policy was adopted by the FSSB Board on 28 May 2025 and is supplementary to the main FSSB Disciplinary Policy. It is a supporting document and therefore is treated as an appendix of the FSSB Disciplinary Policy.

2. Aims of the Policy

- Prevent bullying behaviour within our community society
- Ensure everyone understands what constitutes bullying
- Encourage prompt reporting of bullying
- Outline how FSSB will respond to and deal with bullying

3. Examples of Bullying

Bullying can affect anyone and is often rooted in perceived 'differences'. It can also be a form of wider discrimination. This includes bullying carried out through digital platforms such as social media, messaging apps, email, or online gaming. We treat online abuse just as seriously as face-to-face incidents.

Examples of bullying behaviour include:

Racist bullying – Targeting someone's ethnicity, skin colour, language, or religious and cultural beliefs.

Homophobic, biphobic or transphobic bullying – Targeting actual or perceived sexuality and/or gender identity.

Sexist or sexual bullying – Offensive behaviour aimed to cause harm, humiliation, or intimidation based on sex or of a sexual nature.

Disablist bullying – Targeting individuals with impairments or special educational needs.

Bullying based on personal differences – This can include appearance (e.g. weight, height, acne, scars), clothing, body odour, socio-economic background, family situation (e.g. bereavement, divorce), or even personal talents.

Bullying through digital means – Including sharing harmful content, spreading rumours, or sending intimidating messages online.

4. Who the Policy Applies To

This policy applies to all individuals involved in FSSB, including but not limited to:

- FSSB Board members
- FSSB Volunteers
- FSSB members

5. Prevention and Awareness

To prevent bullying:

- FSSB will make new and existing members aware of this policy
- FSSB will promote positive values like kindness, respect, and inclusion
- FSSB will support anti-bullying awareness workshops and seminars

6. Reporting Bullying

Any person who experiences or witnesses bullying should:

- Tell someone you trust
- Reports can be made verbally or in writing, and anonymously if needed to the FSSB Secretary
- Save evidence (e.g., screenshots, links)

All reports will be handled confidentially and with sensitivity.

7. Responding to Bullying

After a report is made:

- Initial consideration of the evidence will be carried out as soon as possible
- Parties involved will be spoken to separately
- Support will be provided to the victim.
- The alleged offender will be given the opportunity to respond

8. Sanctions for Breaching the Policy

Where appropriate, breaches of this policy by members of the FSSB may be addressed through the Society's disciplinary processes in line with its rules and constitution. <https://www.fssb.co.uk/policies/>

Depending on the severity and frequency, the following sanctions may be applied:

- No action necessary
- Mutually agreed resolution such as an acknowledgement or apology
- Written warning/reprimand
- Suspension of FSSB membership for a defined period
- Expulsion from FSSB membership
- Referral to the police or legal authorities if the behaviour is considered criminal

9. Monitoring and Review

- This policy will be reviewed annually or after any serious incident
- Feedback may be gathered from FSSB members to ensure the policy remains effective

10. Contact Information

The FSSB Secretary is Rod Peters and can be contacted at secretary@fssb.co.uk