

## Northern Premier League Anti-Bullying Policy and Procedures Updated April 2025

**Bullying** can take many forms and is usually repeated over a period of time. All ages of people can be involved in bullying. Bullying includes situations in which:

- Deliberate hostility and aggression is shown towards a victim.
- The victim is weaker and less powerful than the bully or bullies.
- An outcome is always painful and distressing for the victim.

**Bullying behaviour** may also include:

- Other forms of violence.
- Sarcasm, spreading rumours, persistent teasing.
- Tormenting, ridiculing, humiliation.
- Racial taunts, graffiti, gestures.
- Unwanted physical contact or abusive or offensive comments of a sexual nature.

Bullying could manifest itself in social situations between employees of, and volunteer associated with The Northern Premier League or within the working environment for The Northern Premier League employees.

The Northern Premier League does not tolerate bullying in any context and all users and employees are encouraged to report any instances of bullying.

All volunteers and employees are encouraged to report any instance of bullying which they witness.

The Northern Premier League employees supervise all activities to ensure that bullying does not occur.

Any employee of The Northern Premier League who feels that they have been bullied within the context of their employment should report this to their manager, who will deal with this through the grievance and disciplinary procedures.

These procedures ensure that such issues can be taken to the Directors if the individual feels that the matter has not been addressed satisfactorily. All The Northern Premier League employees and users are made aware of their rights and responsibilities with regard to this policy.