



# Swansea City AFC Foundation Violence and Aggression Policy

## Policy Statement:

Swansea City AFC Foundation “Foundation” is committed to maintaining a safe and inclusive environment that promotes enjoyment, positive behaviour, and fair play for all participants, coaches, officials, volunteers, and spectators. We have a zero-tolerance approach towards violence and aggression in any form, as such behaviour is detrimental to the overall experience and values of the Foundation.

## Aims:

1. To ensure the safety and wellbeing of all individuals involved in Foundation activities.
2. To promote respect, fair play, and positive behaviour among participants.
3. To minimize the risk of violence and aggression during Foundation activities.
4. To outline the consequences for individuals found guilty of violence or aggression.

## Guidelines:

### 1. Respectful Conduct:

- All participants are expected to treat others with respect, including other participants, coaches, officials, volunteers, and spectators.
- Verbal abuse, harassment, discrimination, or any other form of disrespectful behaviour is strictly prohibited.

### 2. Fair Play:

- Participants must adhere to the principles of fair play, such as playing within the rules, accepting decisions made by officials, and displaying good sportsmanship.
- Intentionally causing harm to others or engaging in unsporting behaviour will not be tolerated.

### 3. Conflict Resolution:

- If conflicts arise between participants, they should be resolved peacefully and respectfully. However, we understand at times during Foundation activities or sessions there may be unsocial behaviour from participants. It is advisable for Staff to use alternative methods of discipline that do

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not involve physical force whenever possible, to ensure the child's wellbeing and minimize the risk of potential legal issues.

- However, where there is a need to use “reasonable force” to “Protect life” (See appendix A) the Foundation will do so to protect participants and staff.
- Individuals are encouraged to communicate their concerns to coaches, officials, or designated Foundation representatives.
- Physical confrontation or aggressive behaviour towards others is never an acceptable way to resolve conflicts.

#### 4. Reporting Incidents:

- Any incidents of violence or aggression must be reported to the Foundation immediately to the Head of Safeguarding and via our My Concern platform.
- Witnesses, victims, or anyone who has knowledge of such incidents should provide accurate and detailed information to assist in the investigation to the lead coaches or any other person in charge of sessions and then to Head of Safeguarding.

#### 5. Investigation and Consequences:

- The Foundation Head of Safeguarding will conduct a thorough investigation into reported incidents to determine the facts and take appropriate action.
- Possible consequences for individuals found guilty of violence or aggression may include warnings, suspensions, expulsion from the Foundation's activities, and, if necessary, involvement of Police authorities.

#### 6. Education and Awareness:

- The Foundation will promote educational programmes, workshops, and awareness campaigns to ensure that participants understand the importance of respectful behaviour and the consequences of violence and aggression.
- Staff, Coaches, officials, volunteers, and participants will be encouraged to act as positive role models and actively promote a culture of non-violence and fair play.

#### Implementation and Review:

This policy will be communicated to all Swansea City AFC Foundation Staff, including participants, coaches, officials, volunteers. It will be prominently displayed on the Foundation's website and communicated through other appropriate channels.

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This policy will be reviewed periodically to ensure its effectiveness and alignment with current best practices. Any necessary updates or modifications will be made to continuously improve the Foundation's commitment to preventing violence and aggression.

Adherence to this policy is the responsibility of all individuals associated with Swansea AFC Foundation. By complying with this policy, we can create a welcoming and safe environment for everyone involved in the Foundation's activities.

### **Appendix A**

*In Wales, the legal definition of using reasonable force to protect life is established in the common law principle of self-defence. This principle allows individuals to use a proportionate amount of force to protect themselves or others from immediate harm or danger, including the use of force that may cause injury or even death.*

*The concept of reasonable force refers to the amount of force that is considered necessary and proportionate in the circumstances, taking into account the threat being faced and the level of force required to neutralise or prevent harm. It should be noted that the use of force must be justified, and it should not be excessive or retaliatory.*

*The Criminal Law Act 1967 also provides a statutory framework for the use of force in self-defence. Section 3(1) of the Act allows for the use of reasonable force to prevent crime or make an arrest. However, the force used must be necessary, and if excessive force is employed, it may be considered excessive and unreasonable.*

On Behalf of Board of Trustees

Head of Foundation for Swansea City AFC Foundation



Rebeca Storer

Paul France

Date

Date

8/11/2023

8/11/2023

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