



Clapton Orient FC

CLUB RULES & CONSTITUTION

The FA Charter Standard

1. CLAPTON ORIENT FOOTBALL CLUB

The Club shall be called **Clapton Orient Football Club**.

2. OBJECTIVES

The objectives of the Club shall be to provide Association Football for it's members, to arrange matches & training, and to provide social activities for it's members as agreed by the Management Committee.

3. STATUS OF RULES

The Club Rules form a binding agreement between each member of the Club.

4. RULES AND REGULATIONS

(a) The members of the Club shall so exercise their rights, powers and duties and shall, where appropriate, use their best endeavours to ensure that others conduct themselves so that the business and affairs of the Club are carried out in accordance with the Rules and Regulation of The Football Association Limited (The FA), and the London County FA to which the Club is affiliated and Competitions in which the Club participates, for the time being in force.

(b) No alteration to the Club Rules shall be effective without written approval by the Parent County Association. The FA and the Parent County Association reserve the right to approve any proposed changes to the Club Rules.

(c) The Club will also abide by The FA's Safeguarding Children Policies and Procedures, Codes of Conduct and the Equal Opportunities and Anti-Discrimination Policy as shall be in place from time to time.

5. CLUB MEMBERSHIP

(a) The members of the Club from time to time shall be those persons listed in the register of members (the Membership Register) which shall be maintained by the Club Secretary.

(b) Any person who wishes to be a member must apply on the Membership Application Form and deliver it to the Club. Election to membership shall be at the discretion of the Club Committee and granted in accordance with the anti-discrimination and equality policies which are in place from time to time. An appeal against refusal may be made to the Club Committee in accordance with the Complaints Procedure in place from time to time. Membership shall become effective upon an applicant's name being entered in the Membership Register.

(c) In the event of a member's resignation or expulsion, his or her name shall be removed from the Membership Register.

(d) The FA and the London County FA shall be given access to the Membership Register on demand.

6. ANNUAL MEMBERSHIP FEE

(a) An annual fee payable by each member shall be determined from time to time by the Club Committee and set at a level that will not pose a significant obstacle to community participation. Any fee shall be payable on a successful application for membership and annually by each member. Fees shall not be repayable.

(b) The Club Committee shall have the authority to levy further subscriptions from the members as are reasonably necessary to fulfil the objects of the Club.

7. RESIGNATION AND EXPULSION

(a) A member shall cease to be a member of the Club if, and from the date on which, he/ she gives notice to the Club Committee of his/ her resignation. A



member whose annual membership fee or further subscription is more than two (2) months in arrears shall be deemed to have resigned.

(b) The Club Committee shall have the power to expel a member when, in its opinion, it would not be in the interests of the club for them to remain a member. An appeal against such a decision may be made to the Club Committee in accordance with the Complaints Procedure in force from time to time.

(c) A member who resigns or is expelled shall not be entitled to claim any, or any share of, any, of the income and assets of the Club (the Club Property).

8. CLUB MANAGEMENT COMMITTEE

(a) The Club Management Committee shall consist of the following Club Officers: Chairperson, Treasurer, Secretary & Welfare Officer, all elected at an Annual General Meeting (AGM).

(b) Each Club Officer and Club Committee Member shall hold office from the date of appointment until the next AGM unless otherwise resolved at an Extraordinary General Meeting (EGM). One person may hold no more than two (2) positions of Club Officer at any time. The Club Committee shall be responsible for the management of all the affairs of the Club. Decisions of the Club Committee shall be made by a simple majority of those attending the Club Committee meeting. The Chairperson of the Club Committee meeting shall have a casting vote in the event of a tie. Meetings of the Club Committee shall be chaired by the Chairperson, or in their absence the Secretary. The quorum for the transaction of the business of the Club Committee shall be three (3).

(c) Decisions of the Club Committee shall be entered into the Minute Book of the Club to be maintained by the Club Secretary.

(d) Any member of the Club Committee may call a meeting of the Club Committee by giving not less than seven days' notice to all members of the Club Committee. The Club Committee shall hold not less than four (4) meetings per year.

(e) An outgoing member of the Club Committee may be re-elected. Any vacancy on the Club Committee which arises between AGMs shall be filled by a member proposed by one (1) and seconded by another one (1) of the remaining Club Committee members and approved by simple majority of the remaining Club Committee members.

(f) Save as provided for in the Rules and Regulations of The FA, the London County FA and any applicable Competition, the Club Committee shall have the power to decide all questions and disputes arising in respect of any issue concerning the Club Rules.

(g) The position of a Club Officer shall be vacated if such a person is subject to a decision of The FA that such person be suspended from holding office or from taking part in any football activity relating to the administration or management of a football club.

9. ANNUAL AND EXTRAORDINARY GENERAL MEETINGS

(a) An AGM shall be held in each year to:

- (i) receive a report of the activities of the Club over the previous year;
- (ii) receive a report of the Club's finances over the previous year;
- (iii) elect members of the Club Committee; and
- (iv) consider any other business.

(b) Nominations for election of members as Club Officers or as members of the Club Committee shall be made in writing by the proposer and seconder, both of whom must be existing members of the Club, to the Club Secretary not less than 21 days before the AGM. Notice of any resolution to be proposed at the AGM



shall be given in writing to the Club Secretary not less than 21 days before the Meeting.

(c) An EGM may be called at any time by the Club Committee and shall be called within 21 days of the receipt by the Club Secretary of a requisition in writing, signed by not less than five members, stating the purposes for which the Meeting is required and the resolutions proposed. Business at an EGM may be any business that may be transacted at an AGM.

(d) The Secretary shall send to each member at their last known address written notice of the date of a General Meeting (whether an AGM or an EGM) together with the resolutions to be proposed at least 14 days before the meeting.

(e) The quorum for a General Meeting shall be 75%.

(f) The Chairperson, or in their absence a member selected by the Club Committee, shall take the chair. Each member present shall have one vote and resolutions shall be passed by a simple majority. In the event of an equality of votes, the Chairperson of the Meeting shall have a casting vote.

(g) The Club Secretary, or in their absence a member of the Club Committee, shall enter the Minutes of General Meetings into the Minute Book of the Club.

10. CLUB TEAMS

At its first meeting following each AGM, the Club Committee shall appoint a Club member to be responsible for each of the Club's football teams. The appointed members shall be responsible for managing the affairs of the team. The appointed members shall present to the Club Committee at its last meeting prior to an AGM a written report of the activities of the team.

11. CLUB FINANCES

(a) A bank account shall be opened and maintained in the name of the Club (the Club Account). Designated account signatories shall be the Club Chairperson, the Club Secretary and the Club Treasurer. No sum shall be drawn from the Club Account except by cheque signed by two of the three designated signatories. All monies payable to the Club shall be received by the Treasurer and deposited in the Club Account.

(b) The Club Property shall be applied only in furtherance of the objects of the Club. The distribution of profits or proceedings arising from the sale of Club Property to members is prohibited.

(c) The Club Committee shall have the power to authorise the payment of remuneration and expenses to any member of the Club (although a Club shall not remunerate a member for playing) and to any other person or persons for services rendered to the Club.

(d) The Club may provide sporting and related social facilities, sporting equipment, coaching, courses, insurance cover, medical treatment, away match expenses, post-match refreshments and other ordinary benefits of Community Amateur Sports Clubs as provided for in the Finance Act 2002.

(e) The Club may also in connection with the sports purposes of the Club:

(i) sell and supply food, drink and related sports clothing and equipment;

(ii) employ members (although not for playing) and remunerate them for providing goods and services, on fair terms set by the Club Committee without the person concerned being present;

(iii) pay for reasonable hospitality for visiting teams and guests; and

(iv) indemnify the Club Committee and members acting properly in the course of the running of the Club against any liability incurred in the proper running of the Club (but only to the extent of its assets).



(f) The Club shall keep accounting records for recording the fact and nature of all payments and receipts so as to disclose, with reasonable accuracy, at any time, the financial position, including the assets and liabilities of the Club. The Club must retain its accounting records for a minimum of six (6) years.

(g) The Club shall prepare an annual "Financial Statement" in such format as shall be available from The FA from time to time. The Financial Statement shall be verified by an independent, appropriately qualified accountant and shall be approved by members at a General Meeting. A copy of any Financial Statement shall, on demand, be forwarded to The FA.

(h) The Club Property, other than the Club Account, shall be vested in not less than two (2) and not more than four (4) custodians, one of whom shall be the Treasurer (the Custodians), who shall deal with the Club Property as directed by decisions of the Club Committee, and entry in the Minute Book shall be conclusive evidence of such a decision.

(i) The Custodians shall be appointed by the Club in a General Meeting and shall hold office until death or resignation unless removed by a resolution passed at a General Meeting.

(j) On their removal or resignation, a Custodian shall execute a Conveyance in such form as is published by The FA from time to time to a newly elected Custodian or the existing Custodians as directed by the Club Committee. The Club shall, on request, make a copy of any Conveyance available to The FA. On the death of a Custodian, any Club Property vested in them shall vest automatically in the surviving Custodians. If there is only one surviving Custodian, an EGM shall be convened as soon as possible to appoint another Custodian.

(k) The Custodians shall be entitled to an indemnity out of the Club Property for all expenses and other liabilities reasonably incurred by them in carrying out their duties.

12. DISSOLUTION

(a) A resolution to dissolve the Club shall only be proposed at a General Meeting and shall be carried by the majority of at least three-quarters of the members present.

(b) The dissolution shall take effect from the date of the resolution and the members of the Club Committee shall be responsible for the winding up of the assets and liabilities of the Club.

(c) Any surplus assets remaining after the discharge of the debts and liabilities of the Club shall be transferred to another Club, a Competition, the London County FA or The FA for use by them related to community sports.

13. ELIGIBILITY

(a) A players eligibility will be strictly in accordance with the registration criteria of the League for which he/ she has been registered.

(b) Players should normally play in the year group for which they qualified, with the exception of U-8, U-18 & U-20 teams where League and FA Rules apply. Any other exceptions will be subject to League and FA rules and agreement by the Management Committee.

14. COMPLAINTS PROCEDURE

Any member or Parent/ Guardian/ Carer who has a grievance or complaint should submit it in writing (or by e-mail) to the Secretary or any Officer of the Club. The Management Committee will consider the grievance / complaint at it's earliest opportunity.

15. OTHER

Any matters not governed by the foregoing rules shall be dealt with by the Club Management Committee, the decision of which shall be final and binding.



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Clapton Orient FC CLUB EQUALITY POLICY

The FA Charter Standard

The aim of this policy is to ensure that everyone is treated fairly and with respect and that our club is equally accessible to all.



Clapton Orient Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by anyone who wants to participate in it.

Clapton Orient Football Club in all its activities will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. The club will ensure it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in and enjoy its activities.

Clapton Orient Football Club will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination.

This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Clapton Orient Football Club is committed to taking positive action where inequalities exist and to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Clapton Orient Football Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the Equality Act 2010.

Clapton Orient Football Club commits itself to the immediate investigation of any claims when brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions are imposed as appropriate.

This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

OUR COMMITMENT

is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.



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Clapton Orient FC

CLUB MEMBERS CODE OF CONDUCT

The FA Charter Standard

As club members (coaches, players, parents & supporters) we all have a responsibility to promote high standards of behaviour in the game. The FA is therefore asking all stakeholders in the game to follow a Code of Respect.

1. YOUNG PLAYERS

Play your best. Be your best.

Make sure you and everyone around you has a good time on & off the pitch.



When playing football, I will:

- always play to the best of my ability.
- play fairly - I won't cheat, complain or waste time.
- respect my team-mates, the other team, the referee or my coach/ manager.
- play by the rules, as directed by the referee.
- shake hands (fist or elbow bump) with the other team and referee at the end of the game.
- listen and respond to what my coach/ team manager tells me
- talk to someone I trust or the club welfare officer if I'm unhappy about anything at my club.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA - I may:

- be required to apologise to my team-mates, the other team, referee or team manager.
- receive a formal warning from the coach or the club committee
- be dropped or substituted
- be suspended from training • Be required to leave the club.

In addition:

- my club, County FA or The FA may make my parent or carer aware of any infringements of the Code of Conduct.
- the FA/ County FA could impose a fine and suspension against my club.

Clapton Orient FC is club based on respect and support for all members of the club, and we will do everything we can to offer a **safe, happy and inclusive environment for all club members**. Any negative behaviour to any other club



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member (player or staff) will be taken seriously; we will discuss any such incidents with all affected players, parents and club members.

Where the club deems serious or persistent breaches of the Code to occur, sanctions will be issued as follows:

- verbal warning: this is a first & last warning prior to sanctions being applied.
- 2nd verbal warning: application of relevant sanction, notification to parents.
- persistent breaches of Code of Conduct: meeting with parents; further sanctions applied.
- serious breaches of Code of Conduct: meeting with parents; sanctions applied.

The club will look at specific incidents and committee members will agree on the appropriate sanctions in each case. **Sanctions will be as follows:**

- being substituted and not returning to the field during that match.
- 1 match suspension.
- 3 match suspension.
- indefinite match & training suspension.
- expulsion from the club.

In all cases of player sanctions, the players parents will be informed of the sanction and have the reasons for it explained. In all cases where players are suspended from playing in a match, their attendance to support the team is required to satisfy the suspension.

2. SPECTATORS & PARENTS/ CARERS

If we behave positively during practice & matches, our children will too.

By setting a good example we'll help build a supportive environment in which everyone can enjoy themselves.



When watching football & supporting the team, I will:

- have fun; it's what we're all here for!
- celebrate effort and good play from **both** sides.
- always respect the Referee and coaches and encourage players to do the same.
- stay behind the touchline and within the Designated Spectators' Area (where provided).
- when players make mistakes, offer them encouragement to try again next time.
- never engage in, or tolerate, offensive, insulting or abusive language or behaviour.



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I understand that if I do not follow the Code, I may be:

- issued with a verbal warning or asked to leave Required to meet with the club committee, league or CFA Welfare Officer Obligated to undertake an FA education course.
- requested not to attend future games, be suspended or have my membership removed.
- required to leave the club along with any dependents and/or issued a fine.

3. COACHES, TEAM MANAGERS & CLUB OFFICIALS

Set the standards for a great game.

Use your position to set a positive example for the people you're responsible for and lead a better game for everyone.



On and off the field, I will:

- always show respect to everyone involved in the game.
- stick to the rules and celebrate the spirit of the game.
- encourage fair play and high standards of behaviour.
- always respect the Referee and encourage players to do the same.
- never enter the field of play without the referee's permission.
- never engage in, or tolerate offensive, insulting or abusive behaviour.
- be aware of the potential impact of bad language on others.
- be gracious in victory and defeat.
- respect the facilities home and away.

When working with players, I will:

- place the well-being, safety and enjoyment of each player above everything.
- never tolerate any form of bullying.
- ensure all activities are suited for the players' ability and age.
- work with others (e.g. officials, doctors, welfare officers, physiotherapists) for each player's best interests.

I understand that if I do not follow the Code, I may be:

- required to meet with the club or league Welfare officer or your CFA Designated Safeguarding Officer (DSO).
- suspended by the club from attending matches.
- suspended or fined by the County FA.
- required to leave, lose my position and/or have my license withdrawn.



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Clapton Orient FC

CLUB ANTI-BULLYING POLICY

The FA's Recommended Guidelines

1. STATEMENT OF INTENT

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the Club Welfare Officer or any committee member. This club is committed to playing its part to teach players to treat each other with respect.

2. WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional:** being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g. hiding football boots/shin guards, threatening gestures);
- **Physical:** pushing, kicking, hitting, punching or any use of violence;
- **Sexual:** unwanted physical contact or sexually abusive comments;
- **Discrimination:** racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people, sexist comments;
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing.

Cyberbullying

This is when a person uses technology i.e. mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'bystanders' can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts - bullies no longer rely on being physically near to the young person.

Trolling

This is the name given to posting deliberately offensive comments on people's social media pages aimed at causing upset and distress. This type of behaviour could result in legal action.

3. OUR COMMITMENT

This club commits to ensure our website websites and/or social networking pages are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. This club has a responsibility to respond promptly and effectively to issues of bullying.

4. OBJECTIVES OF THIS POLICY

- all club members, coaches, officials and parents should have an understanding of what bullying is.



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- all club members, officials and coaching staff should know what the club policy is on bullying, and follow it when bullying is reported.
- all players and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- as a club we take bullying seriously. Players and parents should be assured that they would be supported when bullying is reported.
- bullying will not be tolerated.

5. SIGNS AND INDICATORS

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied.
- is unwilling to go to club sessions.
- becomes withdrawn anxious, or lacking in confidence.
- feels ill before training sessions.
- comes home with clothes torn or training equipment damaged.
- has possessions go "missing".
- asks for money or starts stealing money(to pay the bully).
- has unexplained cuts or bruises.
- is frightened to say what's wrong.
- gives improbable excuses for any of the above.

In more extreme cases:

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

6. BULLYING AS A RESULT OF ANY FORM OF DISCRIMINATION

Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability or ability.

Generally, these forms of bullying look like other sorts of bullying, but in particular it can include:

- **Verbal abuse** - derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men, or that black, Asian and ethnic minority people are not as capable as white people; spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are "gay" - for example, "you're such a gay boy!" or "those trainers are so gay!" Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental or emotional developmental delay. Referring to someone by the colour of their skin, rather than their name; using nicknames that have



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racial connotations; isolating someone because they come from another country or social background etc.

- **Physical abuse** - including hitting, punching, kicking, sexual assault, and threatening behaviour.
- **Cyberbullying** - using online spaces to spread rumours about someone or exclude them. It can also include text messaging, including video and picture messaging.

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated or undervalued. Ensure that club members know that discriminatory language and behaviour will not be tolerated in this club.

- If an incident occurs, members should be informed that discriminatory language is offensive, and will not be tolerated. If a member continues to make remarks, explain in detail the effects that discrimination and bullying has on people. If it is a young person making the remarks their parents should be informed just as in any breach of the clubs Code of Conduct and this Anti- Bullying policy.
- If a member makes persistent remarks, they should be removed from the training setting in line with managing challenging behaviour and the Club Welfare Officer or club officials should talk to them in more detail about why their comments are unacceptable.
- If the problem persists, the member should be made to understand the sanctions that will apply if they continue to use discriminatory language or behaviour.
- Consider inviting the parents/carers to the club to discuss the attitudes of the youth member in line with the procedures detailed in this policy.

7. PROCEDURES

1. Report bullying incidents to the Club Welfare Officer or a member of the club's committee;
2. In cases of serious bullying, the incidents will be referred to the County FA Welfare Officer for advice and possibly to The FA Case Management Team;
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem;
4. If necessary and appropriate, the police will be consulted;
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly;
6. An attempt will be made to help the bully (bullies) change their behaviour;
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

8. RECOMMENDED CLUB ACTION

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate a small panel (made up from Chairman, Club Welfare Officer, Secretary, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.



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3. The same 3 persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

9. IN THE CASE OF ADULTS REPORTED TO BE BULLYING ANY CLUB MEMBERS UNDER 18

1. The Country Welfare Officer should always be informed and will advise on action to be taken where appropriate, this may include action by The FA Safeguarding Team.
2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, The FA's Safeguarding Children Education Programme may be recommended.
3. More serious cases may be referred to the Police and/ or Children's Social Care.

10. PREVENTION

- The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti bullying policy is one part.
- All club members and parents will sign to accept the constitution upon joining the club.
- If issues of bullying arise within the club, the Club will consider meeting with members to discuss the issue openly and constructively.

11. POLICY STATEMENT

This policy is based on guidance provided to schools by **KIDSCAPE**. **KIDSCAPE** is a voluntary organisation committed to help prevent child bullying. **KIDSCAPE** can be contacted on **020 7730 3300** or you can access their website via www.kidscape.org.uk

You may also wish to access any of the following websites designed to give advice and guidance to parents and children who are faced with dealing with bullying:

Guidance for parents/carers:

- www.anti-bullyingalliance.org.uk
- www.stonewall.org.uk
- www.bullying.co.uk

Guidance for young people:

- www.youngstonewall.org.uk
- www.childline.org.uk