

## Anti-Bullying Policy

We are committed to providing a caring, friendly and safe environment for all of our children so they can train, and play, in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club.

If bullying does occur, all children should be able to tell, and know, incidents will be dealt with promptly and effectively. We are a TELLING club. This means anyone who knows bullying is happening is expected to tell someone who can do something about it.

### 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 take many forms :

Emotional: being unfriendly, excluding, tormenting (for example: hiding kit, or making threatening gestures)

Physical: pushing, kicking, hitting, punching or any use of violence

Racist: racial taunts, graffiti and/or gestures

Sexual: unwanted physical contact or sexually abusive comments

Homophobic: because of, or focusing on, the issue of sexuality

Verbal: name-calling, sarcasm, spreading rumours and teasing

Cyber: bullying behaviour online or via electronic communication (email and text, social media etc) Misuse of associated technology, such as camera and video facilities

### Why is it important to respond to bullying?

Bullying hurts. No one should be a victim of bullying. Everyone has the right to be treated with respect. Children who are bullying also need to learn different ways of behaving.

As a Cricket club we have a responsibility to respond promptly, and effectively, to issues of bullying.



As a club, we take bullying seriously. Bullying will not be tolerated. In cases of adults reported to be bullying cricketers under 18, the ECB will always be informed

### **Club Procedures**

Report any concerns about bullying incidents to the Club Welfare Officer.

In cases of serious bullying, the incidents will be reported to the ECB Safeguarding Team for advice via the County Welfare Officer

Parents should be informed and invited to a meeting to discuss the problem. If necessary, and appropriate, police should be consulted.

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

An attempt will be made to help the bully (bullies) change their behaviour.

### **Prevention**

We will use 'Kidscape' recommended methods to help children prevent bullying.

This includes the use of our Codes of Conduct

Agreeing behaviour contracts with Lead Coaches for training.

Having discussions with Lead Coaches about bullying and why it matters.