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WORLINGWORTH CRICKET CLUB

Anti-bullying Policy and Procedures

**Statement of intent**

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.

Cricket clubs have a responsibility to respond promptly, and effectively, to issues of bullying.

**Objectives of this policy**

Our club will make sure that:

* All adults and children at the club understand what bullying is
* All officials, coaching and non-coaching staff know what the club policy is on bullying, and follow it when bullying is reported
* All children and parents know what the club policy is on bullying, and what they should do if bullying arises
* As a club, we take bullying seriously. Children and parents should be assured they will be supported when bullying is reported
* Bullying will not be tolerated

**Prevention of Bullying**

Our Club will use ‘Kidscape’ recommended methods to help children prevent bullying. These will include having a Junior Code of Conduct for our club and ensuring that all junior players are aware of and sign the conduct commitment at the beginning of each playing season and having discussions about bullying and why it matters if and when coaches or managers consider this would be appropriate.

**Signs and symptoms**

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

* Says they are being bullied
* Changes their usual routine
* Is unwilling to go to the club
* Becomes withdrawn anxious, or lacking in confidence
* Comes home with clothes torn or belongings damaged
* Has possessions which are damaged or 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, the child may:**

* Start stammering
* Cry themselves to sleep at night or has nightmares
* Become aggressive, disruptive or unreasonable
* Bully other children or siblings
* Stop eating
* Attempt or threaten suicide or runs away

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

**Procedures**

If a case of bullying is reported or suspected the following action should be taken:

* Any bullying or suspected bullying incidents should be reported to the Club Welfare Officer. In cases of serious bullying, the incident the Club Welfare Officer will report the incident to the ECB Safeguarding Team to seek additional support. This is done via the County Welfare Officer. If necessary, and appropriate, after advice from the County Welfare Officer, the police may be consulted.
* The Club Welfare Officer will ensure that parents of both the victim and the perpetrator are informed and invited to discuss the problem and agree action to investigate and address the matter.
* The bullying behaviour or threats of bullying will be investigated by the Welfare Officer or other nominated Club officer and a plan action will be taken to agree a plan with all parties to ensure the bullying is stopped quickly.
* Actions will be taken to support the bully to change their behaviour, as well as support being agreed for the victim of bullying.

In cases of adults reported to be bullying cricketers under 18, the ECB will always be informed and consulted on action to be taken.

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