

Garboldisham Cricket Club –Anti - Bullying Policy

Garboldisham Cricket Club (The Club) are committed to providing a caring, friendly and safe environment for all of our children and adults. So that they are able to train and play in a relaxed and secure atmosphere, Bullying of any kind is unacceptable at our club. If bullying is to occur, all children/adults should be able to tell the Club Welfare Office so that incidents can be dealt with promptly and effectively. We are a TELLING Club. Meaning that anyone who knows bullying is occurring is expected to report it so that something can be done to stop it.

(The word children should be taken to mean all persons under the age of 18)

**Objectives:**

* All adults and children at the club should be aware/ made aware of what is meant by the word bullying.
* Bullying will not be tolerated at the club.
* All officials, coaching and non – coaching staff should know what the clubs policy on bullying is and follow it when an incident of bullying is reported.
* All children and parents should know what the club policy is on bullying and what they need to do if a case of bullying was to arise.
* Parents, children and adults will be supported if a case of bullying is reported.

**What is bullying?**

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

There are many forms of bullying:

* Emotional: being unfriendly, excluding, tormenting.
* Physical: pushing, kicking, hitting punching and any other use of violence.
* Racist: racial taunts, graffiti and gestures
* Sexual: unwanted physical contact or sexually abusive comments
* Homophobic: because of, or focusing on, the issue of sexuality.
* Verbal: name – calling, spreading rumours and teasing.
* Cyber: bullying behaviour online or via electronic communication (email, text and social media). Misuse of associated technology such as camera and video facilities.

**Why should I respond if I am aware bullying is happening?**

Bullying hurts, no one should be a victim of bullying. Everyone has the right to be treated with respect.

The Club has a responsibility to respond promptly and effectively to issues of bullying.

**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* Becomes withdrawn anxious, or lacking in confidence.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 damaged.
* Has possessions, which are damaged or go missing.
* Asks for money or starts stealing money (to pay the bully).
* Has unexplained cuts and bruises.
* Is frightened to say what is wrong.
* Gives improbable excuses for any of the above.

In more serious cases:

* Starts stammering.
* Cries themselves to sleep 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 behvaiours could indicate other problems, but bullying is a possibility and should be investigated)

**Procedures**

* Report ALL bullying incidents to the CLUB WELFARE OFFICER.
* In serious cases if bullying, the incidents will have to be reported to the ECB Safeguarding Team for advise via the County Welfare Officer.
* Parents should be informed by the Club Welfare Officer and then invited to a meeting by the Club Welfare Office to discuss the problem.
* If necessary and appropriate, police will be consulted.
* The bullying behaviour or threats of bullying must be investigated and the bullying must be stopped quickly.
* An attempt will be made to help the bully/ bullies change their behaviour.

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

**Prevention**

We will use ‘Kidscape’ recommended methods to help prevent bullying.

These include:

* Developing a child’s code of conduct.
* Agreeing behaviour contracts.
* Having discussions about bullying and why it matters.

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