



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 and will not be tolerated by Garboldisham Cricket Club.** If bullying is to occur, all children/adults should be able to tell the Club Safeguarding Officer (Debbie Raven) 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. Therefore we encourage anyone who knows or suspects that bullying is happening to speak to the Club Safeguarding Officer.

- All club staff/Volunteers should know our policy on bullying and follow it when bullying is reported.
- All children and parents/carers should be aware of our policy on bullying and what they should do if bullying occurs.
- We take bullying seriously. Children and parents/carers should be assured they will be supported when bullying is reported.

What is Bullying?

Bullying is intentional behaviour that hurts someone else. It included name calling, hitting, pushing, spreading rumours, threatening, or undermining someone. It can happen anywhere including at home, at cricket or online. It is a repeated behaviour and can hurt someone both emotionally and physically.

Bullying can be

- Emotional: being unfriendly, excluding, tormenting (hiding kit, threatening gestures, commenting negatively on performance.)
- Physical: pushing, hitting, punching, or any use or type of violence.
- Discriminatory: relating to someone's protected characteristics.
- Sexual: unwanted physical contact or sexually abusive comments.
- Verbal: name –calling, sarcasm, spreading rumours, teasing.
- Online: via messages or social media.

Why our club feels it is important to respond to Bullying.

Bullying hurts, No one deserves to be the victim of bullying, Everyone has the right to be treated with respect. In situation where children are bullying other children, this should be addressed immediately, and their behaviour discussed with parents/carers.

All members of our club and the cricket clubs associated to the ECB, have a responsibility to respond promptly and effectively to issues of bullying towards children.

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

Signs and symptoms:

A person may indicate they are being bullied by signs or behaviour. You should speak with our Club Safeguarding Officer if someone:

- 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 belonging damaged
- Has possessions which are damaged or “go missing”
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Is frightened to say what’s wrong
- Self harms
- Cries themselves to sleep or has nightmares
- Displays anxious behaviour
- Becomes uncharacteristically aggressive, disruptive, or unreasonable
- Bullying other people or siblings
- Stops eating
- Runs away
- Attempts or threatens suicide.

(these signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated).

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.

Procedures

- Report ALL bullying incidents to the CLUB WELFARE OFFICER. This will then be investigated thoroughly.
- A plan will be implemented to support the victim whilst this is investigated. If the alleged bully is a child, consideration will be given to what support they might need.
- In serious cases if bullying, the incidents will have to be reported to the Safeguarding team and the Club Safeguarding Officer will discuss this with the County Safeguarding Officer.
- Parents should be informed by the Club Safeguarding Officer and then invited to a meeting by the Club Safeguarding 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 Club Safeguarding Officer will always inform the County Safeguarding Officer and will advise 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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