



Founded 1825

Anti-Bullying Policy

The club will:

- Recognise its duty of care and responsibility to safeguard all participants from harm.
- Promote and implement this anti-bullying policy in addition to the clubs Social Media and Safeguarding policies.
- Ensure that bullying behaviour is not accepted or condoned.
- Ensure all members of the club are aware of this policy.
- Take prompt action to investigate and respond to any alleged incident of bullying.
- Ensure club coaches are provided with advice and guidance on how to deal with bullying.

Each club member, player, coach, volunteer and official will:

- Respect each adult's right to participate in a safe and secure environment
- Respect each child's right to participate in a safe and secure environment where recognition, praise and opportunity for taking responsibility are available.
- Respect the feelings and views of others.
- Recognise that every person is important and our differences should be valued.
- Show appreciation for others by acknowledging individual qualities, contributions and progress.
- Be committed to identifying bullying incidents at an early stage, and taking prompt action to deal with it.
- Ensure safety by having rules and practices displayed at the club.
- Report incidents of bullying they see – remember by doing nothing you are condoning bullying.

Bullying:

- All forms of bullying will be addressed and can be on-line or off-line behaviour.
- Types of bullying include:
 - Physical (pushing, kicking, hitting, pinching etc.)
 - Mental (name calling, sarcasm, persistent teasing and emotional torment through ridicule or the continual ignoring of individuals)
 - Abusive comments/videos on social media

- Abusive/sexist comments
- Unwanted physical contact

- Adults or children with a disability, from ethnic minorities, people who are gay or lesbian, or those with learning difficulties are more vulnerable are more likely to become targets of bullying behaviour.

Support to Children:

- Children will be made aware to whom they should talk to at the club in the event of a reportable incident.
- They will be listened to and supported and all allegations of bullying will be treated seriously.
- Any reported bullying will be investigated by the Club Welfare Officer and Junior Cricket Chairman.
- Children being bullied will be supported and assistance will be given to enable them to participate in a safe environment.
- Those who bully will be encouraged to stop such behaviour.
- Sanctions will be fair and appropriate. They will not make those involved appear foolish and will not involve lengthy periods of isolation.

Support to Parents/Guardians:

- Parents will be made aware of the clubs anti-bullying policy.
- Any incident of bullying will be discussed with the child's parent(s)/guardians.
- Parents will be consulted on the course of action the club intends to take and agreed before action is taken.
- Support will be offered, including information about other support agencies.

NSPCC Helpline: 0800 800 5000

ChildLine: www.childline.org.uk

Kidscape: www.kidscape.org.uk

Anti-bullying Alliance: www.antibullyingalliance.org

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