



## ANTI BULLYING POLICY

Kentisbeare Cricket Club are committed to providing a caring, friendly and safe environment for all our members (adult and 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 members (adult and children) should be able to tell and know that incidents will be dealt with promptly and effectively. We are a 'telling' club. This means that 'anyone' who knows that bullying is happening is expected to tell the staff and officials.

- All officials, coaching and non-coaching staff, children and parents should have an understanding of what bullying is, what the policy is and what should happen if bullying arises.
- Kentisbeare Cricket Club will not tolerate bullying.
- Kentisbeare Cricket club will take bullying seriously. All members (adult and children) should be assured that they will be supported when bullying is reported.
- Members should report any bullying to the Club Welfare Officer (Susie Farley)
- In cases of serious bullying, the incident will be reported to the ECB Child Protection Team for advice via the County Welfare Officer
- Parents should be informed, if appropriate, and will be asked to come in to a meeting 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 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 will be informed and will advise on action to be taken
- **Bullying can be:**
  - ❖ **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures).
  - ❖ **Physical:** pushing, kicking, hitting, punching or any use of violence
  - ❖ **Racist:** racial taunts, graffiti, gestures
  - ❖ **Sexual:** unwanted physical contact or sexually abusive comments
  - ❖ **Homophobic:** because of, or focusing on the issues of sexuality
  - ❖ **Verbal:** name-calling, sarcasm, spreading rumours, teasing
  - ❖ **Cyber:** all areas of interest, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

\*Policy reviewed and updated at the AGM on the 12<sup>th</sup> November 2018