



ALBURY CRICKET CLUB

Anti-Bullying Policy

Statement of Intent

Albury Cricket Club (the “Club”) is 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 or 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 and teasing;
- Cyber: bullying behaviour online or via electronic communication (email, text, social media etc) as well as 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.

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

Objectives of this policy

The objectives of this policy are:

- All adults and children at the Club should have an understanding of what bullying is;
- All officials, coaching and non-coaching staff should know what the Club policy is on bullying and follow it when bullying is reported;
- All children and parents should know what the Club policy is on bullying and what they should do if bullying arises;
- The Club takes bullying seriously. Children and parents should be assured they will be supported when bullying is reported; and
- Bullying will not be tolerated.

In cases of adults, reported to be bullying cricketers under 18, the England and Wales Cricket Board (ECB) will be informed.

Signs and Symptoms

A child may indicate, either by signs or by 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 is wrong; or
- Gives improbable excuses for any of the above.

In more extreme cases, the child:

- Starts stammering;
- Cries themselves to sleep at night or has nightmares;
- Becomes aggressive, disruptive or unreasonable;
- Is bullying other children or siblings;
- Stops eating; or
- Attempts or threatens suicide or runs away.

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

Procedures

The Club

- Requires all parents, members, coaches, volunteers and staff to report any concerns about bullying incidents to the Club Safeguarding Officer;
- In cases of serious bullying, the incidents will be reported to the ECB Safeguarding Team for advice via the County Welfare Officer;
- Will inform parents and invite them to a meeting to discuss the problem;
- Will, if necessary and appropriate, consult the police – for example if there has been an assault, harassment or theft;
- Will investigate bullying behaviour or threats or bullying and the bullying will be stopped quickly;
- Will attempt to help bullies change their behaviour; and
- Will report cases of adults, reported for bullying cricketers under 18, to the ECB.

Prevention

The Club will use Kidscape recommended methods to help children prevent bullying. These may include:

- Developing a children's code of conduct;
- Agreeing behaviour contracts; and
- Having discussions about bullying and why it matters.