



ESTABLISHED 1929

MEMORIAL GROUND
STAMFORD ROAD, WEST BRIDGFORD
NOTTINGHAM NG2 6GF

Anti Bullying Policy

Statement of Intent

West Bridgfordians Cricket Club are committed to providing a caring, friendly and safe environment for all children so they can train and play cricket 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 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 Club Welfare Officer (s), other officials, coaches etc.

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 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, and / or gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focusing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** bullying behaviour online or via electronic communication (email and text, social media etc) 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. Cricket Clubs have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All adults and children at the club should have an understanding of what bullying is
- All officials, coaching and non-coaching staff and volunteers 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 should do if bullying arises
- As a club, we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated

Sign and Symptoms

A child may indicate, by signs or behaviour, that he or she is being bullied. Adults should be aware of the 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's wrong
- 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
- Attempts or threatens suicide or runs away

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

Procedures

- Report any concerns about bullying incidents to the Club Welfare Officer
- In cases of serious bullying, the incidents will be reported to the ECB safeguarding team for advice via the county welfare officer
- Parents should be informed and invited to a meeting to discuss the problem
- If necessary and appropriate, police should be consulted if there has been an assault, harassment or theft
- 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

Prevention

We will use 'Kidscape' recommended methods to help prevent children bullying

This includes

- Developing a children's Code of Conduct
- Agreeing behaviour contracts
- Having discussions about bullying and why it matters

In cases of adults reported to be bullying cricketers under 18 The ECB will always be informed

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