



CAMBRIDGESHIRE COUNTY CRICKET CLUB

Anti-Bullying Policy

Statement of intent

The Cambridgeshire County Cricket Club is committed to providing a caring, friendly and safe environment for all of our players including children so they can train, and play, in a relaxed and secure atmosphere. Bullying of any kind is unacceptable.

If bullying does occur, anyone should be able to tell, and know, incidents will be dealt with promptly and effectively. We are a TELLING cricket club. This means anyone who knows bullying is happening is expected to tell someone who can do something about it.

Adults can also experience bullying so this policy is intended to cover everyone involved in cricket with Cambridgeshire.

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 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 and 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. People who are bullying also need to learn different ways of behaving.

As the Cricket Club we have a responsibility to respond promptly, and effectively, to issues of bullying.

Objectives of this policy

- All adults and children involved with Cambridgeshire Cricket should have an understanding of what bullying is
- All employees, contractors, directors, officials, coaches, managers and volunteers should know what the County Club policy is on bullying, and follow it when bullying is reported
- All players as well as children and parents should know what the committee policy is on bullying, and what they should do if bullying arises
- As a committee, we take bullying seriously
- Everyone should be assured they will be supported when bullying is reported
- Bullying will not be tolerated

In cases of adults reported to be bullying cricketers under 18, the ECB must always be informed

Signs and symptoms

People may indicate, by signs or behaviour, that he or she is being bullied. Adults should be aware of signs and investigate if someone:

- Says they are being bullied
- Changes their usual routine
- Is unwilling to go to a cricket session
- 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 person:

- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying others
- Stops eating
- 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

- Report any concerns about bullying and 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 Club Safeguarding Officer
- Parents should be informed and invited to a meeting to discuss the problem
- If necessary, and appropriate, police should be consulted - for example if there has been 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

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Prevention

We will use 'Kidscape' recommended methods to help children prevent bullying. These may include:

- Developing a children's code of conduct (see guidance in 'Safe hands')
- Agreeing behaviour contracts
- Having discussions about bullying and why it matters