



Nomansland Cricket Club – Anti-bullying Policy:

Statement of intent:

Nomansland Cricket Club are committed to providing a caring, friendly and safe environment for all of our children, members, Board members, volunteers & staff so they can train, support the club and play, in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all children/person(s) should be able to tell, and know, incidents will be dealt with promptly and effectively. We are a TELLING welcoming and open and transparent 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 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. (Also see Club Social Media Policy).

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 / person(s) 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, Captains, 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/Guardians should know what the club policy is on bullying, and what they should do if bullying arises
 - As a club, we take bullying seriously. Members, staff, volunteers, Children, and parents/Guardians should be assured they will be supported when bullying is reported
- Bullying **will not** be tolerated.

Signs and symptoms A child may indicate, by signs or 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'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 behaviours could indicate other problems, but bullying is a possibility and should be investigated.

Procedures:

- Report 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/Guardians should be informed and invited 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 18, the ECB must always be informed and will advise on action to be taken.

Prevention:

We will use recommended methods to help children prevent bullying.

These may include:

- Developing a children's code of conduct.
- Agreeing behaviour contracts
- Having discussions about bullying and why it matters & Club Officials and Captains being proactive with regards to understanding and enforcing this policy and engaging with club members, staff, youth, and adult players alike to identify and deal with any problems at any early stage, if and should they ever arise.

****This Policy was reviewed & endorsed by Nomansland Cricket Club Executive Committee and adopted by The Club on 23/10/2022.**