



Cheadle Hulme Cricket Club Anti Bullying Policy

We are 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 repeated use of aggression, either verbal or physical, with the intention of hurting another person. Bullying can take many forms some of which we've listed below:

- Emotional: being unfriendly, excluding, belittling, tormenting (for example: hiding kit, or making threatening gestures) or laughing at another's misfortune (e.g. performance on the pitch)
- 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. Children and/or adults who are bullying 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 officials, coaching and non-coaching staff, children and parents/carers 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/carers should know what the club policy is on bullying, and what they should do if bullying arises
- As a club, we take bullying seriously. Children and parents/carers should be assured they will be supported when bullying is reported
- Bullying will not be tolerated

Procedures

- Report bullying incidents in the first instance to the team manager, coach, or another adult you can trust. The incident should also be reported to the Club Safeguarding Officers.
- In cases of serious bullying, the incidents will be reported to the ECB Safeguarding Team for advice via the County Safeguarding Officer
- Parents/carers will be informed and will be asked to come to a meeting to discuss the problem
- It is important that confidentiality is maintained at all times and all communications between children, parents/carers, coaches and other adults at the club must adhere to this principle.
- 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.

Recommended Club Action

If the club decides it is appropriate for them to deal with the situation they will follow the procedure outlined below:

Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.

If this fails/not appropriate a small panel (made up from committee members and chaired by the Club Safeguarding Officer) will meet with the parent/carer and child alleging bullying to get details of the allegation. Minutes will be taken for clarity, which should be agreed by all as a true account.

The same people will meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes will again be taken and agreed.

If bullying has in their view taken place the individual will be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.

In some cases the parent/carer of the bully or bullied player can be asked to attend training sessions and matches, if they are able to do so, and if appropriate.

The club committee will monitor the situation for a given period to ensure the bullying is not being repeated.

All coaches involved with both individuals will be made aware of the concerns and outcome of the process i.e. the warning.