

Pagham Cricket Club

Anti-Bullying Policy 2021



Pagham Cricket Club (The Club) is committed to ensuring all Children(*) participating in cricket have a safe and positive experience.

(*The word "Children" should be taken to mean all persons under the age of 18.)

Statement of intent

- 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 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 videofacilities

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 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
- As a club, we take bullying seriously.
Children and parents 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

- 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 any concerns about bullying / 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 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

*with thanks to Kidscape for their expert advice and templates

The Club Safeguarding Officers are **Julie Barker 07774 727601** or **Kate Henton 07810 751666**. Any concerns or complaints should be addressed to either of the Club Welfare Officers and will be dealt with in strict confidence.