

GRANTHAM CRICKET CLUB



ANTI-BULLYING POLICY

Statement of Intent

This policy is based on the ECB's guidance on bullying, published in 2013. Grantham Cricket Club is committed to providing a friendly, caring 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, children should be able to tell, and know that incidents will be dealt with promptly and effectively.

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.

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

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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- Becomes withdrawn anxious, or lacking in confidence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 might:

- Start stammering
- Cry themselves to sleep at night or has nightmares
- Become aggressive, disruptive or unreasonable
- Begin bullying other children or siblings
- Stop eating
- Attempt or threaten suicide or running away

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

Procedures

All incidents or suspicions of bullying must be reported immediately to the Club Welfare Officer. Serious cases of bullying will be reported to the ECB Safeguarding Team via the County Welfare Officer.

- Parents 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 Club Welfare Officer will immediately refer the matter to the ECB, who must always be informed and will advise on action to be taken.

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