

## **Offham Cricket Club**

### **Anti-Bullying Policy**

**Date approved:** 9<sup>th</sup> March 2021

**Review date:** 8<sup>th</sup> March 2022



#### **Statement of Intent**

Offham Cricket Club is 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 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, 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.

#### **Objectives of the policy**

- All adults and child at the club should have an understanding of what bullying is;
- All officials, coaching and non-coaching staff members should know what the club policy is on bullying is and follow it when bullying is reported;
- All children and parents should know what the club policy is on bullying and what to do if they have a concern;
- As a club we take bullying seriously. Members will be vigilant to the possibility of it taking place. Children and parents 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- Becomes anxious, withdrawn or lacking in confidence;
- Comes home with clothes torn or belongings damaged;
- Has possessions that are damaged or go missing;
- Asks for, or starts stealing, money (to pay the bully);
- Has unexplained cuts and/or bruises;
- Is frightened to say what's wrong;
- Gives improbable excuses for any of the above.

In more extreme cases the child could:

- Cry themselves to sleep or have nightmares;
- Become aggressive, disruptive or unreasonable;
- Stop eating
- Be bullying others;
- Attempt or threaten suicide.

These signs and behaviours could indicate other issues, but bullying should be investigated as a possibility

## **Procedures**

- Report any concerns about bullying incidents to the Club Welfare Officer;
- In cases of serious bullying, the incidents will be reported to the Kent County Welfare Officer. This will take place in all cases of adults being reported to be bullying a person under 18.
- Parents should be informed and invited to a meeting to discuss the matter;
- If necessary, and appropriate, police should 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 all cases of adults reported to be bullying.

The club will also engage in strategies that prevent bullying such as increasing awareness and transparency through discussions about bullying and why it happens.