



Isle of Wight Cricket Board

Antibullying & Harassment Policy and Procedure

1. Introduction

1.1 As part of our continuing development of equal opportunities and fairness The Isle of Wight Cricket Board (IWCB) has produced this policy and procedures addressing the issues of bullying and harassment.

1.2 It is the view of the IWCB that individuals should feel empowered to deal appropriately and at an early stage with all instances of bullying and harassment themselves. Consequently, the IWCB wishes to encourage individuals to feel this way.

1.3 Our aim is to encourage a climate in which the dignity and rights of each individual are recognised and protected and to make it clear to our staff, partners, stakeholders and other individuals that an individual comes into contact with as part of an IWCB activity, that bullying and harassment, whether on gender, sexual orientation, transgender, racial, religious, disability, age or other grounds, is not acceptable to the IWCB.

1.4 However, if an incident does occur, the complaints procedure detailed in this guidance enables the issue to be tackled quickly, effectively, sensitively and confidentially.

2. Policy Statement

2.1 Statement of Intent

2.1.1 The IWCB is committed to equality in all its activities and will respect differences in race and ethnic origin, gender, disability, mental health, sexual orientation, transgender identity, age, religion and belief, economic and social need.

2.1.2 The IWCB recognises that all individuals have the right to work and enjoy cricket in an environment, which is free from bullying and harassment. However, if instances do occur the IWCB undertakes that allegations of bullying and harassment made in good faith will be dealt with seriously and confidentially and that individuals will be protected from victimisation for making or being involved in a complaint.

2.1.3 Unacceptable or inappropriate behaviour, as defined in this policy, demonstrated by our staff, individuals, partners, stakeholders and other individuals will not be tolerated.

2.2 Actions falling outside the bullying and harassment definition

2.2.1 There are instances which do not fall within the bullying and harassment definition, which may more appropriately be resolved through channels other than those specifically detailed as part of this policy and procedures. For example, an individual may be unhappy with the outcome of an assessment or a decision regarding acceptance onto a particular programme. These concerns will be addressed through the coach education complaints procedure.

2.3 Definition of Bullying



2.3.1 Bullying is intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening, or undermining someone. It can happen anywhere, including at home, at cricket or online. It is usually a repeated behaviour and can hurt someone both emotionally and physically.

2.3.2 Bullying can be:

- Emotional: Being unfriendly, excluding, tormenting (hiding kit, threatening gestures, commenting negatively on performance)
- Physical: Pushing, kicking, hitting, punching, or any use of violence
- Discriminatory: Relating to someone's protected characteristics
- Sexual: Unwanted physical contact or sexually abusive comments
- Verbal: Name-calling, sarcasm, spreading rumours, teasing
- Online: Via messages or social media.

2.3.4 Signs and Symptoms

A person may indicate they are being bullied by signs or behaviour. However, a child may not tell you about bullying that is occurring and therefore you should be aware of the following signs of bullying 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, a victim of bullying may:

- Display anxious behaviours
- Cry themselves to sleep or have nightmares
- Become uncharacteristically aggressive, disruptive, or unreasonable
- Bully other people or siblings
- Stop eating
- Self-harm
- Attempt or threaten suicide
- Run away.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be reported to the County Safeguarding Officer.



2.4 Definition of Harassment

2.4.1 People can be subject to harassment on a wide variety of grounds including:

- Sex, sexual orientation or gender identity
- Race, ethnic origin, skin colour or nationality
- Religious convictions or beliefs
- Disability, sensory impairment or learning difficulty
- Real, or suspected, infection with HIV/AIDS
- Age
- Personal characteristic.

This list is not exhaustive; numerous factors may lead to harassment.

2.4.2 Harassment can take many forms, occur on a variety of grounds and may be directed at an individual or a group of individuals. Harassment has been defined by legislation as "conduct which has the purpose or effect of either violating another person's dignity or creating an offensive environment that is intimidating, hostile, degrading, humiliating or offensive. It is not the intention of the perpetrator but the deed itself and the impact on the recipient, which determine what constitutes harassment". The Protection from Harassment Act 1997 states: "A person must not pursue a course of conduct which amounts to harassment of another, and which he knows or ought to know amounts to harassment of the other".

2.4.3 The Race Relations (Amendment) Act 2000 places general duties on all local authorities to eliminate unlawful racial discrimination and to promote equality of opportunity and good relations between persons of different racial groups.

2.4.4 The Commission for Racial Equality defines racial harassment as "an unwelcome or hostile act or series of acts carried out on racial grounds".

2.4.5 In determining racial harassment the IWCB will take as its starting point for an investigation, the Home Secretary's recommendation in the MacPherson report on the Stephen Lawrence Inquiry (1999) which is as follows: "A racist incident is any incident which is perceived to be racist by the victim or any other person."

2.5 Forms of Harassment

2.5.1 Harassment may take many forms. It can range from extreme forms such as violence and bullying to less obvious actions like ignoring an individual in class. Whatever the form of harassment towards any individual or group of individuals, it will not be tolerated by the IWCB. Unwanted behaviour and/or harassment towards an individual, may be misconduct, or in extreme cases gross misconduct, and disciplinary action may well be taken. Forms of harassment may include:

- Verbal and written harassment through jokes, comments, offensive or derogatory language, gossip and slander
- Any offensive or suggestive manner of communication whatever the medium, including obscene gestures
- Unwelcome sexual advances, touching, standing too close, making comments of a sexual nature or serious assault



- Comments about an individual's appearance
- Insulting, ridiculing, isolating, excluding or ignoring someone on the grounds of age, race, sex, sexual orientation, transgender identity, religion, belief or disability
- Patronising behaviour not used with other individuals
- Offensive information and learning materials in any format
- Coercion ranging from pressure for sexual favours to pressure to conform to a particular stereotype
- Intrusion by pestering, spying, following
- Belittling an individual or using them as a scapegoat
- Deliberately undermining an individual.

2.5.2 Incidents of sexual, racial or disability harassment may constitute offences under criminal law and may, therefore, be reported to the police.

2.5.3 Harassment of individuals may be carried out by their coach, a member of IWCB staff, another individual or group of individuals, partners, or stakeholders. Harassment may be deliberate or unintentional on the perpetrator's part. The common factor is that the behaviour is unwelcome to the recipient.

2.5.4 Whatever the form of the harassment, the impact on the individual should not be underestimated. Harassment of an individual can lead to stress and distress, depression and illness, poor performance and withdrawal from the learning programme. Harassment can also cause tension and conflict in class and puts great strain on personal and family life. These all have a direct impact on the individual and on the effectiveness of the IWCB.

3. IWCB Responsibilities and Response to Complaints

3.1 Creating a Safe Environment

The IWCB is committed to maintaining a working environment that is free from bullying and harassment. It is the responsibility of all IWCB personnel to actively uphold this standard. All staff and board members play a particularly critical role in setting the tone for respectful conduct. They are expected to establish clear behavioural expectations from the outset, manage group dynamics effectively, and take proactive step to prevent inappropriate behaviour.

All IWCB staff, coaches and volunteers are responsible for implementing this policy. They are expected to act swiftly and appropriately when issues arise, and to support a culture where bullying and harassment are not tolerated under any circumstances.

3.2 Handling Complaints

Any complaint of bullying or harassment made in good faith must be taken seriously and addressed promptly, fairly and confidentially. Individuals raising concerns must feel safe and supported and must be protected from victimisation or retaliation as a result of making a complaint or supporting an investigation.

Line managers should be responsive and supportive to any individual who either complains of bullying or harassment or have witnessed bullying or harassment. The line manager should provide



clear advice on the procedure to be followed, maintain confidentiality in so far as is legitimately possible and ensure that there are no further problems of bullying or harassment or any victimisation after a complaint has been resolved.

3.3 Assessing Behaviour and Impact

It is important for managers to recognise that bullying and harassment are defined not only by the intent behind the behaviour, but by how it is perceived and experienced by the individual affected. Even if the behaviour was not intended to cause harm, if it is experienced as intimidating, offensive or degrading, it must be taken seriously and investigated accordingly.

3.4 Malicious Complaints

While the IWCB encourages individuals to raise legitimate concerns, knowingly false or malicious complaints are not acceptable. If a complaint is found, after thorough investigation, to have been made in bad faith, appropriate action may be taken against the complainant in line with disciplinary or conduct procedures.

3.5 Legal Considerations

Certain forms of harassment may not only breach IWCB policy but also constitute criminal offences under UK law. Where this is the case, for example, in incidents involving physical assault, hate crime or stalking, the matter may be reported to the police.

3.6 Consequences of Misconduct

All IWCB personnel must understand that bullying and harassment are serious breaches of conduct. Employees found to have engaged in such behaviour may be subjected to disciplinary action, up to and including dismissal. Similarly, contractual action may be taken against self-employed coaches in similar circumstances. Volunteers involved in bullying or harassment may have their involvement with the IWCB reviewed and, where appropriate, ended.

4. Monitoring

4.1 This policy forms part of the IWCB's strategy towards equal opportunities and will be monitored along with other policies in this field. Additionally, records of formal complaints and where, why and how they occurred will be monitored to identify any problem areas.

4.2 This policy will be subject to review every three years.

5. Reporting

Report any concerns about bullying or harassment to the County Safeguarding Officer.

IWCB Contact Details

County Safeguarding Officer – Sarah Peake

Email: cso@isleofwightcricket.co.uk

Phone: **07598137872**



Version: 3

Date completed: 14/10/2025

Review- 14/10/2028

Completed by- Alex Barton

Date completed- January 2023