



Isle of Wight Cricket Board – Antibullying Statement

Bullying & 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 learn 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 of learning. These concerns will be addressed through the coach education complaints procedure.

2.3 Definition of Bullying

2.3.1 Bullying means to intimidate, threaten, humiliate or persecute someone.



2.2.3.2 It is unwanted behaviour by one or a group of individuals directed towards another, which is not justified by their relationship and which is offensive to the recipient or others. This does not relate to the discomfort of an individual with a coach or other staff member exercising their legitimate role in advising, instructing, monitoring or assessing their performance but might relate to the manner in which it is carried out.

2.3.3 Examples of bullying include:

- Recurring unjustified criticism
- Imposing sanctions without justification
- Detrimental changes to the individual's arrangements without justification
- Offensive, and/or suggestive, and/or intimidating, and/or insulting, and/or derogatory behaviour, language or remarks
- Abuse or misuse of an individual's position designed to intimidate, undermine or humiliate the recipient
- Ridiculing an individual
- Excluding, belittling or refusing to speak to an individual;

2.3.4 Bullying may be:

- Obvious and violent; or
- Subtle and ongoing, involving the use of nicknames, teasing and name-calling
- In public, behind the individual's back or behind closed doors
- Verbal, visual or in writing.

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 transgender 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.

2.6 IWCB Responsibilities

2.6.1 The IWCB is responsible for ensuring that the learning environment is free from bullying and harassment. In particular, tutors and assessors have a vital role to play with individuals in ensuring that they manage the learning environment appropriately, setting an appropriate tone and putting in place standards from the outset so as to eliminate opportunities for bullying and harassment. All IWCB staff and volunteers are responsible for the implementation of this policy and for taking corrective action to ensure compliance with it.

2.6.2 Any complaint about bullying and harassment made in good faith must be dealt with seriously, expeditiously and confidentially. Individuals must be confident that they will be protected against victimisation or retaliation for bringing a complaint of bullying or harassment. Managers, therefore, should be responsive and supportive to any individual who either complains of bullying or harassment, or that they have witnessed bullying or harassment. The 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.

2.6.3 It is important that managers understand that it is not only their perception of what behaviour is acceptable which defines bullying or harassment. The view of the recipient of the behaviour is important and if the recipient feels that they have been bullied or harassed the complaint must be taken seriously and actioned in the appropriate way.

2.6.4 It is also important to be aware of the possibility of malicious or frivolous complaints. A complaint found to have been made in this way could itself provide grounds for action against the complainant.

2.6.5 Harassment is not only inappropriate behaviour but may also be unlawful and constitute an offence under criminal law and may, therefore, be reported to the police.

2.6.6 Staff should be aware that disciplinary action, which could include dismissal, may be taken against employees found to have bullied or harassed an individual or who have been victimising/retaliating against an individual for bringing a complaint of harassment in good faith. Similarly, contractual action may be taken against self-employed coaches in similar circumstances. Where the bullying or harassment is carried out by a volunteer, their position as a volunteer will be reviewed and, if appropriate, terminated.

2.7 Monitoring

2.7.1 This policy forms part of the Isle of Wight Cricket Board'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.

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



3. How to make a complaint

IWCB Contact Details

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Phone: **07598137872**

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