

## Richmondshire Cricket Club

# Anti-Bullying Policy

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**Richmondshire Cricket Club (The Club) is committed to ensuring all Children (i.e., all persons under the age of 18) participating in cricket have a safe and positive experience.**

### Statement of intent

The 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 The 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.

### Objectives of this policy

- The Club recognises it has a duty of care and responsibility to safeguard all players from harm
- The Club will promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- 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
- Any form of bullying will not be tolerated or condoned by The Club

### What is bullying?

Bullying is the repeated and continued use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim and 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 or Transphobic:** because of, or focusing on, the issue of sexuality or gender
- **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

### 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.

### Procedures

- Report any concerns about bullying incidents to the Club Safeguarding Officer



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- In cases of serious bullying, the Club Safeguarding Officer will report incidents 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.

In cases of adults reported to be bullying cricketers under 18, the ECB must always be informed

### Prevention

The Club uses 'Kidscape' recommended methods to help children prevent bullying as per the guidance provided by the ECB Safeguarding Team. We have put in place the following:

- Safeguarding Policy
- Code of Conduct for Junior Members
- Online safety and social media policy
- Coaches and team-managers are given access to information, guidance and training on child protection and bullying
- Having discussions about bullying and why it matters

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