



## Hythe & Dibden Cricket Club

### Anti Bullying Policy

**Hythe & Dibden Cricket Club** is committed to providing a caring, friendly & safe environment for all 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 that incidents will be dealt with promptly and effectively.

We are a TELLING CLUB – this means that if anyone knows bullying is taking place then they are expected to tell the coaches or officials.

#### 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 be:

- **Emotional** : being unfriendly, excluding, tormenting (e.g. hiding kit or threatening gestures)
- **Physical** : pushing, kicking, hitting, punching or any use of violence
- **Racist** : racist taunts, graffiti, gestures
- **Sexual** : unwanted physical contact or sexually abusive behavior
- **Homophobic** : because of, or focusing on the issue of sexuality
- **Verbal** : name-calling, sarcasm, spreading rumors and teasing
- **Cyber**: all areas of internet such as email or internet chat room misuse. Mobile threats by text messaging and calls. Misuse of technology such as camera and video facilities.

#### Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving. Our cricket club has a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this policy**

- All officials, coaching and non-coaching staff, children and parents should have an understanding of what bullying is.
- All officials, coaching and non-coaching staff should know what the clubs policy is on bullying and follow it when bullying is reported.
- All children and parents should know what the clubs 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 that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Signs and symptoms**

A child may indicate by signs or behavior that he or she is being bullied. Adults should be aware of these possible signs and they should 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 torn or belongings damaged
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money 'to pay 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:

- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating Attempts or threatens suicide or runs away

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

### **Reporting and Responding**

- Report any bullying incidents to our Club Safeguarding Officer straight away
- The bullying behaviour or threats of bullying will be investigated thoroughly
- A plan will be implemented to support the victim whilst this investigation is ongoing. If the alleged bully is a child, consideration will be given to what support they might need
- In cases of serious bullying, the incidents may be reported to Safeguarding Team. The Club Safeguarding Officer will discuss this with the County Safeguarding Officer
- If the bullying relates to a child, then parents should be informed and will be asked to come to a meeting to discuss
- If necessary and appropriate, the police will be consulted
- An attempt will be made to help the bully understand and address their bullying behaviour and how it impacts others.

In cases of adults reported to be bullying children, the County Safeguarding Officer will always be informed and will advise on the action to be taken.