



OLD WOKING CRICKET CLUB



Anti-Bullying Policy

Statement of Intent

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

As a club, we take bullying seriously. We are committed to providing a caring, friendly and safe environment for all of our children so they can train and play in a relaxed, safe and secure atmosphere. Bullying of any kind is unacceptable and will not be tolerated 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 anyone who knows that bullying is happening is expected to tell the coaches / managers and 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, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. These may include a child:

- Saying they are being bullied
- Changing their usual routine
- Unwilling to go to the club • Becoming withdrawn anxious, or lacking in confidence
- Having possessions which are damaged or “go missing”



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- Having unexplained cuts or bruises
- Being frightened to say what is wrong
- Giving improbable excuses for any of the above

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

Procedures

1. Report bullying incidents to the Club Welfare Officer
2. In cases of serious bullying, the incidents will be reported to the ECB Child Protection Team for advice via the County Welfare Officer
3. Parents will be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. Bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully to change their behaviour

In cases of adults reported to be bullying cricketers under the age of 18, the ECB will be informed and will advise on action to be taken.

Bullying will not be tolerated at Old Woking Cricket Club

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