

Tunbridge Wells Borderers Cricket Club

Anti Bullying Policy

Statement of intent

Tunbridge Wells Borderers Cricket 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 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 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

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.

Tunbridge Wells Borderers 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 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 that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that 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 clothes 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 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 should 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. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. 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 and will advise on action to be taken.

Prevention

We will use *Kidscape* methods for helping children to prevent bullying.

As and when appropriate, these may include:

- writing a set of club rules
- signing a behaviour contract
- having discussions about bullying and why it matters

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