



KNEBWORTH PARK CRICKET CLUB

STATEMENT OF INTENT

We are committed to providing a safe, caring and friendly environment for all of our children so that they can train and play in a secure atmosphere. Bullying of any kind is unacceptable at our club.

If bullying does occur all children will should be able to tell and know that incidents will be dealt with effectively and promptly.

We are a TELLING club. This means that anyone who knows bullying is happening is expected to tell staff and officials.

WHAT IS BULLYING?

Bullying is the use of aggression with the intent of hurting another person. Bullying results in pain and distress to the victim.

Bullying can take many forms, some of which are listed below:

- Emotional: being unfriendly, excluding, tormenting (for example; hiding kit or making threatening gestures)
- Physical: pushing, kicking, hitting, punching and any use of violence
- Racist: racist taunts, graffiti or gestures
- Sexual: unwanted physical contact or gestures
- Homophobic: because of or focussing on the issue of sexuality
- Verbal: name calling, sarcasm, spreading rumours and teasing
- Cyber: all areas of the internet, such as e-mail, internet chat rooms and Facebook etc. Mobile threats by text message and or calls. 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 need to learn different ways of behaving. Cricket Clubs have 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.
- Bullying will not be tolerated

Anti-bullying policy



SIGNS AND SYMPTOMS

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of the signs and 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- Becomes withdrawn, anxious or lacking in confidence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 go missing
- Asks for money or starts stealing money (to pay the bully)
- 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, unreasonable or disruptive
- 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 is a possibility and should be investigated.

PROCEDURES

- Report bullying to child welfare officer
- In cases of serious bullying the incidents will be reported to the ECB Child protection team for advice through the County child Welfare officer]Parents should be informed and will be asked to come to a meeting to discuss the problem
- If necessary and appropriate police will be consulted
- 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 and will advise on action to be taken



KNEBWORTH PARK
CRICKET CLUB

PREVENTION

We will use KIDSCAPE methods to help 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

Anti-bullying policy