



# Whitstable Cricket Club Behavioural Policy



## Anti-Bullying & Discrimination Policy

### Statement of intent

We are committed to providing a caring, friendly and safe environment for all of our children and young people so they can train, and play, in a relaxed and secure atmosphere. Bullying or discrimination of any kind is unacceptable at our club. If bullying or discrimination does occur, all children and young people 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 or discrimination is happening is expected to tell someone who can do something about it.

### What is bullying and discrimination?

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

Discrimination means treating some people differently from others.

Bullying or discrimination 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:** because of, or focusing on, the issue of sexuality
- **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 or discrimination?



# Whitstable Cricket Club Behavioural Policy



Bullying and discrimination hurts. No one should be a victim of bullying or discrimination. Everyone has the right to be treated with respect. Children or young people who are bullying or discriminating against others also need to learn different ways of behaving.

Cricket clubs have a responsibility to respond promptly, and effectively, to issues of bullying or discrimination.

## Objectives of this policy

- All adults, children and young people at the club should have an understanding of what bullying or discrimination is
- All officials, coaching and non-coaching staff should know what the club policy is on bullying or discrimination, and follow it when bullying or discrimination is reported
- All children, young people and parents should know what the club policy is on bullying or discrimination, and what they should do if bullying or discrimination arises
- As a club, we take bullying or discrimination seriously. Children, young people and parents should be assured they will be supported when bullying or discrimination is reported
- Bullying or discrimination will not be tolerated

\*In cases of adults reported to be bullying or discriminating against cricketers under 18, the ECB must always be informed

## Signs and symptoms



## Whitstable Cricket Club Behavioural Policy



A child or young person may indicate, by signs or behaviour, that he or she is being bullied or discriminated against. Adults should be aware of signs and investigate if a child or young person:

- Says they are being bullied or discriminated against
- 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 the 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, young people or siblings
- Stops eating
  
- Attempts or threatens suicide or runs away



# Whitstable Cricket Club Behavioural Policy



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

## Procedures

- Report any concerns about bullying or discrimination incidents to the Club Welfare Officer, Steve Wynn
- In cases of serious bullying or discrimination, the incidents will be reported to the ECB Safeguarding Team for advice via the County Welfare Officer following ECB referral guidelines
- 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 or discriminating behaviour or threats of bullying must be investigated and the bullying or discrimination stopped quickly
- An attempt will be made to help the bully(bullies) change their behaviour

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

## Prevention

We will use 'Kidscape' recommended methods to help children and young people prevent bullying or discrimination. These may include:

- Developing a children's code of conduct



## Whitstable Cricket Club Behavioural Policy



- Agreeing behaviour contracts
- Having discussions about bullying or discrimination and why it matters.