



Bitteswell Cricket Club Anti Bullying Policy

The aim of the anti-bullying policy is to ensure that all players develop in a safe and caring environment without the fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is totally unacceptable and will not be tolerated at the Club.

Bullying can be psychological, physical or verbal in nature and can be direct or indirect and can include physical (hitting, kicking, theft), verbal (name calling, racist remarks), indirect (spreading rumours, excluding someone from social groups) actions. It is about controlling others by those who feel they do not have control of their own lives. It relates to inequality and abuse of power, and tends to take place over a long period of time.

Players who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, missing training, practice and/or games.

Players must be encouraged to report bullying to team managers/coaches or the Club Welfare Officer. The following steps will be taken when dealing with incidents of bullying. If bullying is suspected or reported, the incident will be dealt with immediately by the Team Manager, Captain and Club Welfare Officer.

Bitteswell Cricket Club is committed to providing a caring, friendly and safe environment for all of its members so they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, everyone including all children should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to bring the matter to the attention of the Management Committee via an appropriate Committee Member.

Actions to take if bullying is suspected or observed

The individual suspecting or observing bullying should:

- Help the victim to speak out and tell the person in charge, who will report any concerns to the Club Welfare Officer.
- Take action to ensure the victim is safe.
- Reassure the victim that you can be trusted and will help them, although do not promise that you will not tell what has been said.
- Keep a record of what is said (what happened, by whom).

The coach or person in charge should:

- Report any concerns to the Club Welfare Officer.
- Talk to the bully(ies), explain the situation and try to get the bully(ies) to understand the consequence of their behavior. Seek an apology to the victim.
- If children are involved inform the parents of both the victim and the bully(ies).
- Impose sanctions as necessary.
- Keep a written record of action taken.

The Club Welfare Officer should:

- Investigate the bullying allegation.
- Liaise with the families of the victim and the bully(ies) as necessary.
- Keep a written record of action taken.
- In cases of serious bullying allegations then the Club will refer to the procedures laid down by Kidscape and recommended by the ECB.

For Senior Members

The team captain will bring the matter to the Senior Committee. Both Junior and Senior Committees will discuss the approach to be used and get approval from the Management Committee if appropriate.

Punitive measures will be used as appropriate and in consultation with all parties concerned. The following disciplinary steps can be taken;

- Official warnings to cease offending,
- Exclusion from certain Club activities,
- Permanent exclusion from the Club.

Players who have been bullied will be supported by;

- Offering an immediate opportunity to discuss the experience with the Team Manager/Captain/CWO
- Reassuring the player
- Offering continuous support
- Restoring self-esteem

Players who have bullied will be helped by;

- Discussing what happened,
- Discovering why the player became involved,
- Establishing the wrong-doing and need to change,
- Informing the parents/guardians (if it involves a Junior Member) to help change the attitude of the player.

The Management Committee will review the effectiveness of this policy on an annual basis. The policy will be promoted and implemented throughout the Club.

Bitteswell Cricket Club – Anti Bullying Policy Statement – February 2023