

# Anti-Bullying Policy

## Policy Statement

Greenock Cricket Club is committed to providing a caring, friendly and safe environment for all our children so that they can train, and play, in a relaxed and secure place. Bullying of any kind is unacceptable at our Club. All children at the Club have the right to play cricket in an atmosphere that is free from victimisation and fear. Children have the right to protection from all forms of violence and must be kept safe from harm whilst being given proper care by those looking after them at our Club. This Club is committed to this intent and seeks to ensure, as far as is reasonably practical, the prevention of all forms of bullying among members.

## Bullying Explained

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

Bullying can take many forms:

- Emotional: being unfriendly, excluding people, tormenting (e.g. hiding kit)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, gestures or graffiti
- 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, text, social media). Misuse of associated technology, such as camera and video facilities

## Responding 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 also need to learn different ways of behaving.

As a Club, we have a responsibility to respond promptly and effectively, to issues of bullying.

## Expectations

- All adults and children at our Club 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 the stated procedures if bullying is reported
- All children and parents/carers should know what the Club policy is on bullying and what they should do if bullying arises
- The Club will strive to highlight our policy on bullying to all members and children involved in cricket by publicising it through: Club website/Welcome Pack/Club Noticeboard/Club Meetings/Inclusion in discussion with children on acceptable behaviour (Code of Conduct)
- As a Club, we take bullying seriously. Children and parents/carers can be assured they will be supported if bullying is reported

## **Signs and Symptoms**

A child may indicate by signs or behaviour, that they are being bullied. Adults should be aware of signs and investigate if a child:

- Has unexplained injuries
- 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
- Feigns injury
- Is frightened to say what's wrong
- Sudden loss of friends
- Has difficulty sleeping or has nightmares
- Stops eating
- Displays self-destructive behaviours such as running away from home, harming themselves or talking about suicide

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

## **Procedures**

- Children and parents/carers made aware that bullying should be reported to any Club official or coach
- Club officials and coaches made aware to report incidents of bullying to the Club Child Wellbeing and Protection Officer
- Record details on the Club "Responding to Concerns" form
- In cases of serious bullying, advice can be sought from the Cricket Scotland Child Wellbeing and Protection Officer
- Parents/carers should be informed and invited to a meeting to discuss the problem
- If necessary, and appropriate, the police can be consulted
- Bullying behaviour will be investigated timeously to ensure that the bullying is stopped as quickly as possible
- An attempt will be made to help those responsible for the bullying, to change their behaviour

## **Prevention**

The Club will attempt to prevent bullying by:

- Ensuring that children are aware of the Players Code of Conduct (contained within the Club Child Wellbeing and Protection Policy)
- Considering the use of behaviour contracts
- Having open discussions about bullying and why it matters
- Having appropriate staff/ coaching levels
- Role modelling by coaches
- Using a Restorative Practice approach, where "How can we put it right?", is the priority

## **Consequences**

Where bullying becomes persistent or violent and interventions are not successful, firmer action may have to be taken. This can take the form of formal exclusion or be time limited e.g. missing a number of games or training.

Further advice can be obtained from respectme, Scotland's Anti-Bullying Service, [www.respectme.org.uk](http://www.respectme.org.uk)