



Southern Gardens

Ringwood Road

TOTTON

SO40 8RW

## **Bullying Policy**

TOTTON & ELING CRICKET CLUB is committed to providing a caring, friendly and safe environment for all members so they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all members should be able to tell, and known incidents will be dealt with promptly and effectively. We are a TELLING club. This means anyone who knows bullying is happening is expected to tell staff and club 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 take many forms some of which are listed below:-

1. Emotional: being unfriendly, excluding, and tormenting (i.e., hiding kit or making threatening gestures).
2. Physical: pushing, hitting, kicking, punching or any use of violence.
3. Racist: racial taunts, graffiti or gestures.
4. Sexual: unwanted physical contact or sexual abusive comments.
5. Homophobic: focusing on the issue of sexuality.
6. Verbal: name calling, sarcasms, spreading rumours or teasing.
7. Cyber: All areas of the internet such as email and chatrooms. Mobile threats by text message and/or calls. Misuse of associated technology such as camera or video facilities.

### **Why is it important to respond to bullying?**

Bullying hurts. No one should be the victim of bullying. Everyone has the right to be treated with respect. Children who are bullying need to learn different ways of behaving.

Totton & Eling Cricket Club has a responsibility to respond promptly and effectively to issues of bullying

### **Policy Objectives**

1. Bullying will not be tolerated.
2. All officials, coaching and non-coaching , children and parents should have an understanding of what bullying is.
3. All officials, coaching and non-coaching , children and parents should know what the club policy is on bullying and what they should do if bullying arises.
4. As a club we take bullying seriously. Children and parents should be assured they will be supported when bullying is reported.

### **Signs & 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:-

1. Say they are being bullied
2. Change their usual routine
3. Is unwilling to go to the club
4. Becomes anxious, withdrawn or lacking in confidence
5. Comes home with clothes torn or belongings missing
6. Has possessions which are damaged or missing
7. Asks for money or starts stealing (to pay the bully)
8. Unexplained cuts or bruises
9. Is frightened to say what is wrong
10. Gives improbable excuses for the above

### **In more extreme cases the child**

1. Starts stammering
2. Cries themselves to sleep at night or has nightmares
3. Becomes aggressive, disruptive or unreasonable
4. Is bullying other children or siblings
5. Stops eating
6. Attempts or threatens suicide or runs away

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

## **If you suspect Bullying**

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 will be informed and asked to come to a meeting to discuss the problem
4. If necessary and appropriate the 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) to change their behaviour

In the case of adults reported to be bullying cricketers under 18 the ECB must always be informed and they will advise on action to be taken