

WBCC Anti-Bullying Policy

Statement of Intent

WBCC is committed to providing a caring, friendly and safe environment for all of our junior players so that they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, then all children should be able to tell and know that incidents will be dealt with promptly and effectively. WBCC is a TELLING club. This means that anyone who knows that bullying is happening is expected to tell someone who can do something about it.

What is bullying?

Bullying is the use of aggression with intention of hurting another person and results in pain and distress for the victim. It can take many forms:

- Emotional: being unfriendly, excluding, tormenting e.g. hiding someone's 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 on-line or via any electronic communication (email and text, social media etc.)
Misuse of associated technology such as camera and video facilities

Why is it important?

Bully hurts and no one should be a victim of it. Everyone has the right to be treated with respect. At the same time, children who are bullies need to learn different ways of behaving.

- All adults and children at the club should have an understanding of what bullying is
- All officials, coaching and non-coaching staff should know what the club policy on bullying is and to follow it when bullying is reported
- All parents and children should know what the club policy is and what they should do if bullying arises
- WBCC takes bullying seriously. Children and parents should be assured they will be supported if bullying is reported
- Bullying will not be tolerated at WBCC

Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of 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- Becomes withdrawn, anxious or is lacking in confidence
- Comes home with clothes torn or belongings damaged
- Has possessions which are damaged or go missing
- Asks for money or steals money (to pay the bully)
- Has unexplained cuts or bruises
- Is frightened or reluctant to say what's wrong
- Gives improbable excuses for any of the above

In more extreme cases, the child may:

- Start stammering
- Cry themselves to sleep at night
- Become aggressive, disruptive or unreasonable
- Become a bully themselves
- Stop eating

These could also indicate other issues but bullying is a possible cause and should be investigated.

Procedures and Prevention

- Report bullying incidents to the Club Welfare Officer
- In serious cases, the incident should be reported to the ECB Safeguarding Team for guidance via the County Welfare Officer
- Parents should be informed and invited 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 stopped quickly
- An attempt will be made to help the bully rectify their behaviour
- In cases where adults are reported to be bullying cricketers under 18, the ECB must always be informed and will advise on what action to be taken

To prevent bullying, all players should be aware of the club code of conduct which is on the club website (www.westbergholtcc.co.uk).