

Walton on Trent Cricket Club

Station Lane, Walton-on-Trent, Derbyshire DE12 8NA



ANTI BULLYING POLICY

Walton Cricket Club have a **zero tolerance** policy relating to Bullying and Harassment.

Bullying

Bullying is deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult to defend themselves. It can take many forms, the three main types are:-

Physical – hitting, kicking, theft

Verbal – racist or homophobic remarks, threats, name calling

Emotional – isolating and individual from the activities and social acceptance of the peer group.

Harassment

An essential characteristic of harassment is that it is unwanted by the recipient. It is for individuals to determine what behaviour is acceptable to them and what they regard as offensive. It is the unwanted nature of the conduct, which distinguishes harassment from acceptable behaviour.

Walton Cricket Club will not accept or condone bullying/harassment and will address all incidents.

Everyone involved with Cricket, whatever their role, has a responsibility to work to stop bullying/harassment.

Action to help Victim and prevent bullying in Cricket

An individual should:-

1. Take all signs of bullying very seriously.
2. Encourage all Young People to speak and share their concerns, help the victim to speak out and tell the person in charge. Create an open environment.
3. Investigate all allegations and take action to ensure the victim is safe. Speak with the victim and the bully(ies) separately.
4. 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.
5. Keep a record of what is said (what happened, by whom, when)
6. Report any concerns to the person in charge at the Club.

Action towards the Bully(ies)

The Coach/Captain/Member should:-

1. Talk with the Bully(ies) explain the situation, try to get the Bully(ies) to understand the consequences of his/her/their behaviour. Seek an apology to the victim(s)
2. Inform the Bully(ies) parents.
3. Insist on the return of borrowed items and that the Bully(ies) compensate the victim.
4. Provide support for the Coach of the victim.
5. Impose sanctions as necessary.
6. Encourage and support the Bully(ies) to change behaviour.
7. Hold meetings with the families to report on progress.
8. Inform all organisation members of action taken.
9. Keep a written record of action taken.