

## Anti-Bullying Policy

**Key Definitions – For the purposes of this policy, the following terms shall mean:**

- “Surrey Cricket” encompasses The *Surrey County Cricket Club*, *Surrey Cricket Foundation* and *Kennington Oval Limited*
- the term ‘child’ applies to anyone under the age of 18 while the term ‘young people’ applies to anyone over the age of 14 but under the age of 18
- A ‘parent’ is a legal guardian or anyone who has caring responsibilities for children or young people.
- ‘staff’ includes our coaches, team managers and all full and part time employees and volunteers working on behalf of Surrey Cricket
- ECB stands for the England and Wales Cricket Board
- “Safe Hands” is the ECB’s policy for safeguarding children.

**Surrey Cricket** is committed to providing a caring, friendly, safe and space for, secure, and enjoyable environment for everyone to experience cricket.

### **Bullying of any kind is unacceptable and will not be tolerated by Surrey Cricket.**

If bullying does occur, the victim subjected to the bullying should be able to report it with confidence that incidents will be dealt with promptly.

We encourage anyone who knows or suspects that bullying is happening to speak to our Safeguarding Officer.

- All Surrey Cricket staff and volunteers should know and follow our policy on bullying when it is reported
- All children / young people and parents/carers should be aware of our policy on bullying and what they should do if it occurs
- We take bullying seriously. Children/young people and parents/carers should be assured they will be supported when bullying is reported to us.

### **What is Bullying?**

Bullying is intentional behaviour that harms someone else. Examples include name calling, spreading rumours, physical violence or threats of violence and undermining someone. It can happen anywhere, including at home, at cricket, the workplace and online. It is usually repeated behaviour and can have a negative impact emotionally and physically.

### **Bullying can be:**

- Emotional: being unfriendly, excluding, tormenting (hiding kit, threatening gestures, commenting negatively on performance)
  - Physical: pushing, kicking, hitting, punching, or any use of violence
  - Discriminatory: treating someone unfavourably due to their protected characteristics
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- Sexual: unwanted physical contact or sexually abusive comments
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Online: via messages or social media.

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. In situations where children are bullying other children, this should be addressed immediately, and their behaviour discussed with their parents.

All members of Surrey Cricket and the cricket clubs associated to the ECB, have a responsibility to respond effectively to issues of bullying towards children and young people.

### **Signs And Symptoms**

A person may indicate they are being bullied by showing certain signs or behaviour. You should speak with our Safeguarding Officer if someone:

- Says they are being bullied
- 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”
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises
- Is frightened to say what’s wrong
- Gives improbable excuses for any of the above

### **In more extreme cases, a victim of bullying may:**

- Display anxious behaviours
- Cry themselves to sleep or have nightmares
- Become uncharacteristically aggressive, disruptive, or unreasonable
- Bully other people or siblings
- Stop eating
- Self-harm
- Attempt or threaten suicide
- Run away

The aforementioned could indicate other problems, but bullying should always be considered a possibility and should be investigated.

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## Reporting and Responding

- Report any bullying to the County Safeguarding Officer immediately after the incident
- Bullying behaviour or any threats will be investigated thoroughly
- A plan will be implemented to support the victim whilst this investigation is ongoing. If the alleged bully is a child, consideration will be given to what support they might need
- In cases of serious bullying, the incidents may be reported to the ECB Safeguarding Team.
- If the bullying relates affects children, then parents should be informed and will be asked to come to a meeting to discuss
- If necessary and appropriate, the police will be consulted
- An attempt will be made to help the bully understand and address their bullying behaviour and how it impacts others.

In cases of adults reported to be bullying children, the County Safeguarding Officer will always be informed and will advise on the action to be taken.

## Prevention

We will use KIDSCAPE methods to help children and young people prevent bullying. As and when appropriate, these may include:

- Writing a set of club rules
- Signing a behaviour contract
- Having discussions about bullying and why it matters.

This policy is based on guidance provided to schools by [KIDSCAPE](#). A voluntary organisation committed to helping prevent child bullying. Kidscape also have a [Parent Advice Line](#).

[Childline](#) also offers advice on bullying and can be called for free on 0800 1111.

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