



Title of document:

Child Safeguarding – Anti-Bullying Policy

Policy Management:	
Business Area	Safeguarding
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Effective Date	2 December 2022
Review regularity	Annual
Last review Date	2 December 2022
Next review date	December 2023
Version number	V1
Applicable to	Cheshire Cricket Board, Cheshire County Cricket Club, Cheshire Youth Cricket
Method of dissemination	Induction, website, email



Cheshire Cricket

Child Safeguarding - Anti-Bullying Policy

Definitions - In this Policy the following terms/expressions shall mean:

- Cheshire Cricket – means Cheshire Cricket Board, Cheshire County Cricket Club and Cheshire Youth Cricket
- ECB – means England and Wales Cricket Board
- Children – refers to persons under the age of 18
- Safe Hands - means the ECB's cricket policies and procedures for safeguarding children within cricket.

Statement of Intent

The aim of this policy is to provide procedures and practical guidance for all Cheshire Cricket employees, agents, volunteers, and other professionals and or partners working alongside us to safeguard children (*)

(*The word "children" should be taken to mean all persons under the age of 18yrs")

Introduction

Cheshire Cricket is committed to providing a caring, friendly and safe environment for all our Junior Players so that they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Cheshire Cricket. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. Cheshire Cricket is a 'telling' organisation. This means that anyone who knows that bullying is happening is expected to tell the staff and 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 be:

- Emotional: being unfriendly, excluding, tormenting (e.g., hiding kit, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, 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, teasing
- Cyber: All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

Why is it important to respond to allegations of bullying?

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

All sectors of Cheshire Cricket and Cricket Clubs have a responsibility to respond promptly and effectively to issues of bullying affecting Junior Players.

Objectives of this policy:

- All officials, coaching and non-coaching staff should know what Cheshire Cricket's policy is on bullying, and follow it when bullying is reported.
- All Children and parents should know what Cheshire Cricket's policy is on bullying, and what they should do if bullying arises.
- Cheshire Cricket takes bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and symptoms:

A Child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- 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 bully)
- Has unexplained cuts or bruises
- Is frightened to say that's wrong
- Gives improbable excuses for any of the above

In more extreme cases, the child:

- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts or threatens suicide or runs away

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

Procedures:

1. Report bullying incidents to Cheshire Cricket's County Safeguarding Officer or Deputy County Safeguarding Officer.
2. In cases of serious bullying, the incidents will be reported to the ECB Safeguarding Team for advice
3. Parents should be informed and will be asked to come into a meeting to discuss the problem
4. If necessary and appropriate, 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) change their behaviour

In cases of adults reported to be bullying Junior Players (under the age of 18 years), the ECB must always be informed and will advise on action to be taken.

Prevention:

Cheshire Cricket will use KIDSCAPE methods to help children prevent bullying. As and when appropriate, these may include:

- Writing a set of ground rules for sessions
- Signing a behaviour contract
- Having discussions about bullying and why it matters

This policy is based on guidance provided to schools by KIDSCAPE. KIDSCAPE is a voluntary organisation committed to help prevent child bullying. Kidscape can be contacted on 0207 730 3300 or you can access their website via www.kidscape.org.uk
The above policy has been developed from 'ECB Guidance on Kidscape sample Anti-bullying Policy.

Monitoring and review

This Policy will be ratified by the Board of Directors and will be reviewed annually. The date the Policy is ratified will be recorded in the respective Board minutes