

## Derbyshire County Cricket Club Anti-Bullying Policy

Derbyshire County Cricket Club (the Club) is committed to providing a caring, friendly and safe environment for all of our players, adults and children, so they can train, and play, in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at the Club. If bullying does occur, everyone should be able to tell, and know, incidents will be dealt with promptly and effectively. We are a TELLING place. This means anyone who knows bullying is happening is expected to tell someone who can do something about it.

This Policy applies to all Derbyshire County Cricket Club employees, players, volunteers, coaches, and committees.

### **Objectives of this policy**

- 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 is on bullying, and follow it when bullying is reported
- All children and parents should know what the Club policy is on bullying, and what they should do if bullying arises
- As a Club, we take bullying seriously. Children and parents should be assured they will be supported when bullying is reported
- Bullying will not be tolerated

In cases of adults reported to be bullying cricketers under 18, the ECB must always be informed.

### **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:

- Emotional: being unfriendly, excluding, tormenting (for example: hiding 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 online or via electronic communication (email and text, social media etc) Misuse of associated technology, such as camera and video facilities

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

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

The Club has a responsibility to respond promptly, and effectively, to issues of bullying.

### **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 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, 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 is a possibility and should be investigated.

### **What to do if you are being bullied**

- Talk to someone you can trust – your coach, team manager, parent, friend or the County Safeguarding Officer
- They will take your concern seriously – if they don't – tell someone else

### **What will Derbyshire County Cricket Club do?**

- We will take your concerns seriously
- We will talk to you about them
- We may discuss this with your parents or carers
- We will talk to the bully and look into the bullying behaviour
- We will try to help the bully change their behaviour
- We will support you through the whole process
- If the bullying continues, we will need to take further action against the bully
- We will inform the County Safeguarding Officer to support and advise

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

### **Further Support**

Contact the County Safeguarding Officer – [safeguarding@dcfcricquet.com](mailto:safeguarding@dcfcricquet.com) or 07960 449759

ChildLine

- Telephone - 0800 1111
- Website - <https://www.childline.org.uk/info-advice/bullying-abuse-safety/typesbullying/>

Kidscape

Advice and practical support to prevent bullying Telephone - 0207 730 3300 Website - <a href="https://www.kidscape.org.uk/">https://www.kidscape.org.uk/</a>	Parents advice line Email - <a href="mailto:info@kidscape.org.uk">info@kidscape.org.uk</a> Telephone – 020 7823 5430
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