

# NORMANDY CRICKET CLUB

## ANTI-BULLYING POLICY

Our anti-bullying policy outlines how we feel about bullying behaviour in our club, what we will do to tackle it and how we will support children and young people who experience or display bullying behaviour.

We are committed to provide a caring, friendly and safe environment for all our children so that they can train, and play in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our club.

If bullying occurs all children should be able to tell, and know incidents will be dealt with promptly and effectively.

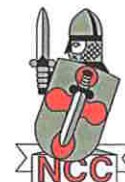
**Note:** The terms 'child' and 'young person' describe any person under the age of 18. References to 'parents' should be read as parents and carers inclusively.

### **Bullying Behaviour**

- All forms of bullying behaviour will be acted upon
- Everybody in our club has a responsibility to work together to stop bullying behaviour
- Bullying behaviour includes online (via social media, video calling and instant messaging) as well as offline behaviour
- Bullying behaviour can include, but is not limited to:
  - physically pushing, kicking, hitting, pinching, etc.
  - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
  - posting of derogatory or abusive comments, videos or images on social media
  - racist behaviour - including racially aggravated remarks, name-calling, racial exclusion
  - homophobic and trans phobic comments
  - sexist slurs
  - offensive comments, taunts or gestures
  - sexual comments, suggestions or behaviour
  - unwanted physical contact

### **Banter**

'Banter' is defined as 'the playful and friendly exchange of teasing remarks'. At Normandy we aim to foster an environment where all participants can enjoy playing cricket with their friends and teammates. However, there is a fine line between banter and bullying and it should be noted that people can interpret and respond to jokes and remarks in different ways. On that basis, 'it was just friendly banter' is not an excuse for tolerating bullying behaviour and turning a blind eye.



Persistent teasing is not acceptable at Normandy and is considered to be bullying.

**Our club will:**

- Recognise its duty of care and responsibility to safeguard all players from harm
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- Ensure that any form of bullying behaviour is not tolerated or condoned
- Require all members of the club to adopt this policy
- Take action to investigate and respond to any reports of bullying behaviour from children and young people
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour
- Ensure that coaches are given access to information, guidance and training on bullying
- Refer all bullying behaviour by adults towards children to the ECB
- Invoke the disciplinary process when bullying has been found to occur
- Ensure sanctions are proportionate and fair and in line with any prevailing club disciplinary policies and procedures.

**Each participant, coach, volunteer or official will:**

- Encourage individuals to speak out about bullying behaviour. In line with ECB directives, we are a TELLING club.
- Respect every child's need for, and right to play in an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Recognise that everyone is important and equal, and that our differences make each of us worthy of being valued
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see
- Report incidents of bullying behaviour they see – by doing nothing the behaviour is condoned

**Support for children**

- We will let children know who will listen and support them
- We will create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
- We will make sure children are aware of helpline numbers and display these at the club
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously



- Any reported experience of bullying will be investigated and will involve listening carefully to all those involved
- Children experiencing bullying will be supported and helped to uphold their right to play in a safe environment
- Those who display bullying behaviour will be supported and encouraged to develop better relationships with their peers and address their behaviour

#### **Support for parents**

- Parents will be advised on the club's bullying policy and practice and made aware that specific club policies are available on request
- Any experience of bullying behaviour will be discussed with the child's parents by the Designated Safeguarding Lead
- Parents will be consulted on action to be taken (for both the victim and child displaying the bullying behaviour) and where possible, we will agree on these actions together in conjunction with the club's disciplinary policy
- Information and advice on coping with bullying will be made available
- Support will be offered to parents, including information from other agencies or support services where appropriate

#### **Useful Contacts**

NSPCC Helpline: 0808 800 5000  
nspcc.org.uk

Childline Tel: 0808 1111  
Childline.org.uk

Kidscape: kidscape.org.uk

Anti-Bullying Alliance: antibullyingalliance.org.uk

**Signed:**

NCC Chair

**Dated:** 15th May 2023  
**Next Review date:** April 2024