

Anti-Bullying Policy

Durham Cricket's anti-bullying policy sets out how we feel about bullying behaviour, what we'll do to tackle it and how we'll support people who experience or display bullying behaviour.

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

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

- All forms of bullying behaviour will be acted upon
- Everybody in the club or organisation has a responsibility to work together to stop bullying behaviour
- Bullying behaviour can include online as well as offline behaviour

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

Cricket clubs have a responsibility to respond promptly, and effectively, to issues of bullying.

Bullying behaviour can include:

- **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

Durham Cricket will...

- Recognise its duty of care and responsibility to safeguard everyone from harm
- Promote and implement this anti-bullying policy in addition to Safe hand safeguarding policy and procedures
- Ensure that any form of bullying behaviour is not tolerated or condoned
- Take action to investigate and respond to any reports of bullying behaviour
- Encourage and facilitate children and young people to play an active part in developing and adopting codes of conduct.

Staff, coaches and volunteers will...

- Encourage individuals to speak out about bullying behaviour
- Respect every child's need for respect, and right to, a play environment where safety, security and praise are present.
- Recognition and opportunity for taking responsibility are available.
- Respect the feelings and views of others
- Recognise that everyone is important and equal, and that our differences make each of us special and 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 you are condoning the behaviour

Supporting children

- We'll let children know who will listen to and support them
- We'll 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'll make sure children are aware of helpline numbers
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously



September 2022 (v1)
Review date: September 2025

- Any reported experience of bullying will be investigated and will involve listening carefully to all those involved.