



Registered Charity 1165948

Berkshire Cricket

Anti-Bullying Policy

Policy updated: January 2025

Next Review Date: January 2026

Version: 1.0

DEFINITIONS

In this Policy the following terms/expressions shall mean:

- 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 Berkshire Cricket employees, agents, volunteers, and other professionals and or partners working alongside us to safeguard children.

INTRODUCTION

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

Bullying of any kind is unacceptable and will not be tolerated by Berkshire Cricket.

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

We encourage anyone who knows or suspects that bullying is happening to speak to the County Safeguarding Manager.

- All Berkshire Cricket staff and volunteers should know our policy on bullying and follow it when bullying is reported.
- All children and parents/carers should be aware of our policy on bullying and what they should do if bullying occurs.

- We take bullying seriously. Children and parents/carers should be assured they will be supported when bullying is reported.

WHAT IS BULLYING?

Bullying is intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening, or undermining someone. It can happen anywhere, including at home, at cricket or online. It is usually a repeated behaviour and can hurt someone both emotionally and physically.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures, commenting negatively on performance)
- **Physical:** pushing, kicking, hitting, punching or any use of violence
- **Discriminatory:** relating to someone's protected characteristics
- **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. Everyone 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 staff and volunteers within Berkshire Cricket have a responsibility to respond promptly and effectively to issues of bullying towards children.


SIGNS AND SYMPTOMS

A person may indicate they are being bullied by signs or behaviour. A person should speak to the County Safeguarding Manager if someone:

- Says they are being bullied.
- Changes their usual routine.
- Is unwilling to go to matches or practise sessions.
- 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 at night or have nightmares.
- Become uncharacteristically aggressive, disruptive or unreasonable.
- Bully other people or siblings.
- Stops eating.
- Self-harm.
- Attempt or threaten suicide.
- Run away.



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

REPORTING AND RESPONDING

- Report any bullying incidents to the Berkshire Cricket Safeguarding Manager straightaway.
- The bullying behaviour or threats of bullying 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 Cricket Regulator Safeguarding Team by the County Safeguarding Manager.
- If the bullying relates to a child, 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 Manager will always be informed and will advise on the action to be taken.

PREVENTION

Berkshire Cricket will use Kidscape methods to help children prevent bullying. As and when appropriate these may include:

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

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 Cricket Regulator Guidance and Kidscape sample Anti-bullying policy for cricket from the Club "Safe Hands" Crickets Policy for Safeguarding Children.