



England Cricket Association for the Deaf Anti-Bullying Policy & Guidance

England Cricket Association for the Deaf (ECAD) adopts the ECB Anti-Bullying Guidance and works in accordance with the following statement:

1. INTRODUCTION

We are committed to providing a caring, friendly and safe environment for all of our children so they can train, and play, in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all children should be able to tell, and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell someone who can do something about it.

2. WHAT IS BULLYING?

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical but it results in distress to the victim. Instances of bullying can occur not only between young people but also from adult to young person; this includes a parent/carer to their own child.

ECAD takes bullying seriously.

Children and parents should be assured they will be supported when bullying is reported

ECAD supports the ECB in agreeing that:

- 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.
- 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
- Bullying will not be tolerated

Bullying can be:

- Emotional – persistently being unfriendly excluding tormenting, threatening gestures
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts or language, 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 the internet (including social networking sites), email and text messaging, misuse of technology, i.e. manipulation of digital images

It should be noted that bullying may not only occur through face to face contact. Some bullying may be illegal and necessitate a report to police/children's social care.

3. 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.

4. PRINCIPLES

- Everyone within ECAD should have an understanding of what bullying is
- Bullying of any kind is not acceptable and should not be tolerated by anyone
- Any incident or concern of bullying must be acted upon swiftly

5. ACTIONS

- Report any concerns about bullying incidents to the Coach or Welfare Officer
- Report any concerns about bullying incidents involving the Coach to the Welfare Officer
- Parents/carers should be informed and invited to a meeting to discuss the problem
- If necessary and appropriate, police should be consulted for example if there has been assault, harassment or theft
- An attempt will be made to help the bully/ bullies change their behaviour; this may involve the bully(s) apologising and then the situation being monitored

- It may be appropriate to lead some training that is indirectly linked to the Club Anti-Bullying guidance e.g. a session on respect and the benefits for cricket teams or a reminder of the behaviour expectations in the Club Code of Conduct
- Remind the adult club members of modelling good practice in their behaviour to each other
- If the situation is not or cannot be resolved through mediation, training or mentoring, the incident will be reported to the ECB Safeguarding Team and or the Trustees of ECAD

Prevention

ECAD will use 'Kidscape' recommended methods to help children prevent bullying.

This may include:

- Developing a children's code of conduct (see guidance in 'Safe hands')
- Agreeing behaviour contracts
- Having discussions about bullying and why it matters

1. ORDER OF ACTIONS WHEN REPORTING CONCERNS

