



## Middlesex Cricket Anti-Bullying Policy

### Statement of Intent

Middlesex Cricket is committed to providing a caring, friendly and safe environment for all our junior players so that they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Middlesex Cricket. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING organisation, which promotes openness and honesty. This means that anyone who knows that bullying is happening is expected to report this to a member of staff or official.

### What is Bullying?

Bullying is the use of aggression or negative intent of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures, racially motivated name calling or labels
- Sexual: unwanted physical contact, sexually abusive comments or inappropriate images
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of the internet, such as email, internet chat room misuse, social networking sites, mobile threats by text, instant messaging & calls and misuse of associated technology, i.e camera and video facilities.

### Why is it Important to Respond to Bullying?

Bullying hurts and can have lasting effects for the individuals. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving and may need help themselves as a victim of bullying or abuse.

All cricket organisations have a responsibility to respond promptly and effectively to the issues of bullying affecting junior players.

### Objectives of this Policy

- All officials, coaching and non-coaching staff should know what Middlesex's policy is on bullying, and follow it when bullying is expected or reported.
- All children and parents should know what Middlesex's policy is on bullying, and what they should do if bullying is expected or reported.



- Middlesex takes bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Signs & Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults and young people should be aware of these possible signs and they should report concerns if the child:

- Says they are being bullied
- Changes their usual routine or avoids situations
- Is unwilling to go to the activity
- 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 self-harm or runs away

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

## Procedures

1. Report bullying incidents to the County Welfare Officer, Sharon Evers at [Sharon.eyers@middlesexccc.com](mailto:Sharon.eyers@middlesexccc.com) immediately.
2. In cases of serious bullying, the incidents will be reported to the ECB Safeguarding Team and/or Local Authority Designated Officer (LADO) via the Country Welfare Officer.
3. Parents should be informed and will be asked to come into a meeting to discuss the concerns.



4. If necessary and appropriate, police and other agencies may be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (or bullies) change their behaviour and seek the support they require.

In cases of adults reported to be bullying Junior Players (under the Child Act 2004 a child is a person under the age of 18 years), the ECB will always be informed and will advise on action to be taken.

### **Recommended Action**

If it is deemed appropriate in consultation with ECB and/or LADO for Middlesex Officers to deal with the concerns, the following procedures will be implemented:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails or is not appropriate, a small panel (made up of the County Welfare Officer, the Lead Coach, and other relevant staff) should meet with the parent/carer and child alleging the bullying in order to get details of the allegation. Minutes should be taken for record, which should be agreed by all as a true account.
3. The above panel members should then meet with the alleged bully and parents/carers and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed by all as a true account.
4. If bullying has in the panels view taken place, the individual should be warned and put on notice of further action, i.e temporary or permanent suspension from activity if the bullying continues. Considerations should be given as to whether a reconciliation meeting between the parties is appropriate at this time.
5. In some cases, the parent/carer of the bully or bullied player can be asked to attend future training sessions and matches, if they are able to do so, and if appropriate. The organisation should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process, i.e. the warning and agreed boundaries.
7. The young people will be offered support to address behaviours and ensure they are fully comfortable with their involvement in future activity.

### **In the case of adults reported to be bullying anyone within the organisation under the age of 18 years:**

1. The County Welfare Officer should always be informed and will advise on action to be taken where appropriate.
2. It is anticipated that in most cases the allegation is made regarding a team manager, official or coach, the concerns will be taken seriously and assessed against the agreed code of conducts



for these positions of authority. Training will be offered to address behaviours where appropriate.

3. More serious cases may be referred to the Police, Social Services, LADO and the ECB Safeguarding Team for formal investigation and action.

### **Prevention:**

- Middlesex has a Code of Conduct in place for Coaches, Managers & Volunteers, Parents & Carers and Young People, which outlines what is acceptable and proper behaviour for all parties of which the anti-bullying policy is one part.
- All parties named above will sign to accept that they have read and understood the relevant Code of Conduct for the activities relating to Middlesex Cricket.
- The County Welfare Officer & Middlesex Staff will raise awareness about bullying and why it matters, and if issues of bullying arise, Middlesex will consider meeting with stakeholders to discuss the issues openly and constructively.