

ANTI-BULLYING POLICY

Scope of Policy: This Policy applies to Kent Cricket Talent Pathway, Girls' Area Cricket and Community Cricket.

Kent Cricket is committed to providing a caring, friendly and safe environment for all our players so they can train and perform in a safe and supportive environment. Everyone has the right to be treated with respect. Bullying is unacceptable. If it occurs, all young players should be able to tell someone and know that incidents will be dealt with promptly and effectively.

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim and can take many forms:

- 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 persistent 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.

Everyone involved in Kent Cricket will:

- Encourage individuals to speak out about bullying behaviour
- Respect every young player's need for, and right to a playing environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and equal
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour.

What to do if you are being bullied:

- Talk to someone you can trust – your coach, team manager, parent, friend or the Pathway or County Safeguarding Officer
- They will take your concern seriously – if they don't – tell someone else.

What Kent Cricket will do:

- We will take your concerns seriously
- We will talk to you about them
- We will ask you what you would like to happen
- We may discuss this with your parents or carers
- We will talk to the bully and look into the bullying behaviour
- We will try to help the bully change their behaviour
- We will support you through the whole process
- If the bullying continues, we will need to take further action against the bully.

Kent Cricket Boys' Pathway Safeguarding Officer is Siobhan Hustler

- E mail – Siobhan.hustler@kentcricket.co.uk

Kent Cricket Girls' Pathway Safeguarding Officer is Shireen Hart

- E mail – Shireen.hart@kentcricket.co.uk

Kent Cricket's County Safeguarding Officer is Bridget Owen

- Email – safeguarding@kentcricket.co.uk
- Telephone - 01227 473618 or 07807 026247

ChildLine

- Telephone - 0800 1111
- Website - <https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/>

Kidscape

- Advice and practical support to prevent bullying
Telephone - 0207 730 3300
Website - <https://www.kidscape.org.uk/>
- Parents advice line:
Email - info@kidscape.org.uk
Telephone – 020 7823 5430

Policy Name:	Anti-bullying Policy
Policy Owner:	County Safeguarding Officer
Policy Scope:	Talent Pathway, Girls' Area Cricket and Community Cricket
Policy Approver:	Head of Talent Pathway
Date of Approval:	October 2021, Updated October 2023
Date of Next Review:	October 2025