

Anti-Bullying Policy

Definitions - In this Policy the following terms/expressions shall mean:

- the term “Surrey Cricket” means The Surrey County Cricket Club, Surrey Cricket Foundation and Kennington Oval Limited
- the terms ‘child’ or ‘children’ apply to anyone under the age of 14 and for the avoidance of doubt under the age of 18 and or” young people” apply to anyone over the age of 14 but under the age of 18
- the term ‘parent’ applies to anyone with guardianship or caring and parental responsibility for the child/ren and or young person/s
- the term ‘staff’ applies to coaches, team managers and all employees whether full time or part and volunteers working for and on behalf of Surrey Cricket
- the term ECB means the England and Wales Cricket Board
- the term “Safe Hands” means crickets policy for safeguarding children.

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

Bullying of any kind is unacceptable and will not be tolerated by Surrey 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 our Safeguarding Officer.

- All Surrey Cricket staff and volunteers should know our policy on bullying and follow it when bullying is reported
- All children / young people and parents/carers should be aware of our policy on bullying and what they should do if bullying occurs
- We take bullying seriously. Children/young people and parents/carers should be assured they will be supported when bullying is reported to us.

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 (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. Everybody 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 members of Surrey Cricket and the cricket clubs associated to the ECB, have a responsibility to respond promptly and effectively to issues of bullying towards children and young people.

Signs And Symptoms

A person may indicate they are being bullied by signs or behaviour. You should speak with our Safeguarding Officer if someone:

- 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, a victim of bullying may:

- Display anxious behaviours
- Cry themselves to sleep or have nightmares
- Become uncharacteristically aggressive, disruptive, or unreasonable
- Bully other people or siblings
- Stop 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 our Club Safeguarding Officer straight away
- 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 ECB Safeguarding Team. The Club Safeguarding Officer will discuss this with the County Safeguarding Officer
- 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 Officer will always be informed and will advise on the action to be taken.

Prevention

We will use KIDSCAPE methods to help children/young people prevent bullying. As and when appropriate, these may include:

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

This policy is based on guidance provided provided to schools by [KIDSCAPE](#), a voluntary organisation committed to helping prevent child bullying. Kidscape also have a [Parent Advice Line](#).

[Childline](#) also offer advice on bullying and can be called for free on 0800 1111.

Policy dated: December 2023

Review date: November 2026