

# Brailsford & Ednaston Cricket Club



## Anti-Bullying Policy

Brailsford & Ednaston Cricket Club does not accept or condone bullying in any form and will address all forms of bullying and harassment as appropriate.

Everyone involved within the club environment whatever their role has a responsibility to work to stop bullying and report such behaviour. To this end we advise that to help a victim and prevent bullying within the cricket club, the committee commits to the following principles:

- Taking all signs of bullying, in any form, very seriously
- Encouraging all members / players to share their concerns, and to help the victim to report issues by informing the Club Welfare Officer
- Creating an open and inclusive environment
- Committing to investigate all allegations of bullying and taking appropriate action to ensure the victim is safe
- Keeping a record of what has been reported
- Ensuring any concerns are reported to the Club Welfare Officer

We recognise and advise that in the event of any confirmed occurrence of bullying or harassment brought to the attention of the Club Welfare Officer, the club will;

- Inform those identified as bullying (or their parents/guardians/carer)
- Try to get the bully to understand his/her behaviour
- Provide support as required to the coach of the victim
- Impose sanctions as necessary and as advised through ECB legislation

- Encourage and support players / members to change behaviour
- Keep a written record of action taken

The club advises that in accordance with ECB legislation and as advised throughout this publication the first point of contact in all cases if there is a suspicion of bullying or harassment taking place should be the Club Welfare Officer who will advise of the correct procedural route to be taken through club policy

Reviewed: 20/6/19

Adopted:

