# HOLMBURY ST MARY CRICKET CLUB

## *Anti-Bullying Policy*

### Holmbury St Mary Cricket Club will not accept or condone bullying and will address all forms of bullying.

Everyone involved with Cricket, whatever their role, has a responsibility to work to stop bullying

### Action to Help the Victim and Prevent Bullying in Cricket

An individual should:

- Take all signs of bullying very seriously
- Encourage all Young People to speak and share their concerns, help the victim to speak out and tell the person in charge or someone in authority. Create an open environment
- Investigate all allegations and take action to ensure the victim is safe. Speak with the victim and the bully(ies) separately
- Reassure the victim that you can be trusted and will help them, although do not promise that you will not tell what has been said
- Keep a record of what is said (what happened, by whom, when).
- Report any concerns to the person in charge at the Club or School (wherever the bullying is occurring)

### Action Towards the Bully(ies):

The Coach or person in charge should:

- Talk with the bully(ies), explain the situation, try to get the bully(ies) to understand the consequences of his/her/their behaviour. Seek an apology to the victim(s)
- Inform the bully(ies) Parents
- Insist on the return of borrowed items and that the bully(ies) compensate the victim
- Provide support for the Coach of the victim
- Impose sanctions as necessary
- Encourage and support the bully(ies) to change behaviour
- Hold meetings with the families to report on progress
- Inform all organisation members of action taken
- Keep a written record of action taken