



## Anti-bullying Policy

The ECB 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.

### 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.