

Anti-Bullying Policy

Essex Cricket is committed to providing a caring, friendly and safe environment for all of our players so they can train, and play, in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Essex Cricket. If bullying does occur, all players should be able to tell, and know, incidents will be dealt with promptly and effectively. We are a TELLING organisation. This means anyone who knows bullying is happening is expected to tell someone who can do something about it. Essex Cricket will not tolerate Bullying in any form. Essex Cricket take bullying seriously. Player and parents should be assured they will be supported when bullying is reported.

Bullying 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 sexual abusive comments
- **Homophobic:** being of, or focusing on, the issue of sexuality
- **Verbal:** name-calling, sarcasm, spreading rumours and 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

Process for responding to Bullying

- Report bullying incidents to the Essex Cricket County Safeguarding Officer
- In cases of serious bullying, the incidents will be reported to the ECB Safeguarding Team for advice via the County Safeguarding Officer
- Parents should be informed and invited to a meeting to discuss the problem
- If necessary, and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- In cases of adults reported to be bullying cricketers U18, the ECB will be informed and will advise on action to be taken

Review Date: November 2025