



## Middlesex Cricket – Anti-Bully Policy

### Statement of Intent

Middlesex Cricket is committed to providing a caring, friendly and safe environment for all players and employees so that they can train, play and work in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Middlesex. If bullying does occur, all players and employees should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING organisation. This means that anyone who knows that bullying is happening is expected to tell the relevant senior staff and officials. Please contact the County Safeguarding Officer at [safeguarding@middlesexccc.com](mailto:safeguarding@middlesexccc.com) for further support.

### What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding or tormenting
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures and others
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email, social media and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e camera and video facilities.

### Why is it Important to Respond to Bullying?

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. People who are bullying need to learn different ways of behaving.

Middlesex Cricket has a responsibility to respond promptly and effectively to issues of bullying players, volunteers and employees.

## Objectives of this Policy

- All officials, coaching and non-coaching staff should know what Middlesex Cricket's policy is in respect to bullying, and follow the policy when bullying is reported, witnessed or experienced.
- All players and parents should know what Middlesex Cricket's policy is on bullying, and what they should do if bullying arises.
- Middlesex takes bullying seriously. Employees, players, volunteers and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Procedures

1. Report bullying incidents to the County Safeguarding Officer - Sharon Eyers at [safeguarding@middlesexccc.com](mailto:safeguarding@middlesexccc.com) or 07557 956354 or the County Lead for Safeguarding -Katie Berry at [safeguarding@middlesexccc.com](mailto:safeguarding@middlesexccc.com) or 07768 558082
2. In cases of serious bullying of children, the incidents will be reported to the ECB Safeguarding Team and if necessary and appropriate the LADO and/or Police if required.
3. Parents should be informed and will be asked to come into a meeting to discuss the problem.
4. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
5. An attempt will be made to help the bully (bullies) change their behaviour.

Where allegations are made of adults bullying children (under the Child Act 2004 a child is a person under the age of 18 years), the ECB will always be informed and will advise on action to be taken.