



# Anti-Bullying Policy for Adults and Children

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## **Policy Statement**

Lancashire Cricket Club Cricket is committed to providing a safe, respectful, and inclusive environment for everyone involved in cricket – including children, young people, adults at risk, parents, legal guardians, volunteers, coaches, officials, and spectators.

We believe that bullying of any kind is unacceptable and will not be tolerated in any form. Everyone in cricket has the right to enjoy the game free from intimidation, humiliation, or abuse. All individuals—whether children or adults at risk—should feel confident in reporting any concerns, knowing they will be addressed promptly and effectively.

## **Document Control**

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<b>Supercedes</b>	
<b>Document Owners</b>	Lancashire cricket Club Safeguarding Manager
<b>Authorised By</b>	Board
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## **Scope**

This policy applies to all individuals associated with Lancashire Cricket Club, including but not limited to:

- All employees, whether permanent, temporary, or casual
- Volunteers and contractors working on behalf of the organisation
- Coaches, officials, and support staff
- Players and participants in any programs, teams, or events organised by the organisation
- Third-party service providers engaged by the organisation

This policy is binding on all individuals regardless of their role, status, or location when representing or participating in activities related to Lancashire Cricket Club.

## **Aims of the Policy**

Our aim is to ensure that all children (defined as anyone under the age of 18) and adults at risk are protected from abuse and can participate in activities free from bullying, discrimination, or harm. We will ensure that everyone in cricket knows what bullying is and understands the procedures for dealing with it; provide reassurance that concerns will be taken seriously, and action will be taken swiftly and be appropriate and we will promote a culture where everyone feels confident to challenge or report bullying.

This policy outlines our approach to:

- Preventing bullying
- Responding to incidents swiftly, compassionately and appropriately
- Supporting both the individuals affected and those involved
- Equipping staff, volunteers, children, and families with knowledge and guidance for addressing bullying

This policy applies to all staff, coaches, volunteers, and representatives of the Club.

Everyone—regardless of age, ability, gender identity, race, religion, sex, or sexual orientation—has the right to protection from all forms of abuse. Everyone in our community is expected to uphold a culture of respect, inclusion, and dignity.

## **Definition of Bullying**

Bullying is defined as deliberate, harmful behaviour that involves a perceived or actual power imbalance and is repeated or has the potential to be repeated over time. It often targets individuals who are more vulnerable.

### **Core characteristics:**

- **Intent to cause harm:** The behaviour is deliberate and intended to intimidate or hurt.
- **Repetition:** The behaviour occurs repeatedly or could occur again.
- **Power imbalance:** The aggressor holds some advantage—physically, socially, or emotionally—over the victim.



Bullying can take place between children, between adults, or between children and adults (in any direction).

## **Types of Bullying**

Bullying can manifest in various forms:

- **Emotional:** Excluding individuals, intimidation, isolating, humiliating or undermining self-esteem
- **Verbal:** Name-calling, teasing, threatening, sarcasm, spreading rumours
- **Physical:** Hitting, kicking, damaging property, taking someone's belongings or other physical violence
- **Racial:** Discrimination or derogatory behaviour based on race
- **Homophobic:** Hostility related to sexual orientation or identity
- **Sexual:** Unwanted contact or inappropriate sexual remarks
- **Relational/Social:** Damaging social reputation or peer relationships
- **Cyberbullying (Online):** Use of digital platforms to harass, intimidate, or harm – sending harmful, offensive or abusive messages.

## **Recognising the Signs of Bullying**

Individuals may show signs that indicate they are being bullied.

These signs include:

- Sudden changes in behaviour or routine
- Reluctance to attend club activities/work
- Anxiety, withdrawal, or loss of confidence
- Damaged possessions or missing belongings
- Unexplained injuries
- Avoidance or secrecy when questioned
- Aggressive or disruptive behaviour
- Eating disorders or sleep disturbances
- Self-harm, suicidal ideation, or running away

These signs may indicate other issues, but bullying should always be considered and investigated.

## **Reporting and Responding to Bullying**

If bullying is suspected or reported:

1. Take all reports seriously, do not dismiss as "banter" or part of growing up
2. Reassure the individual they have done the right thing by speaking up
3. Report the concern to the Club Safeguarding Manager, or in serious cases, to the County Safeguarding Lead
4. Record the incident using an incident report form, maintaining confidentiality



5. Investigate appropriately, in line with safeguarding and disciplinary procedures
6. Take action which may include education, mediation, support, or disciplinary measures, depending on the severity
7. Follow up with those involved to ensure the bullying has stopped and the environment remains safe
8. Parents/legal guardians will be consulted when a child is involved.
9. If necessary, law enforcement agencies will be informed.
10. Interventions will support both the victim and the individual displaying bullying behaviour(perpetrator) to promote understanding and behavioural change. If the perpetrator is a child, appropriate support will be provided.

### **Prevention and Promoting a Safe and Inclusive Culture**

Lancashire Cricket Club commits to:

- Recognising and valuing diversity as integral to a safe environment
- Promote respect, teamwork, and fair play at all levels upholding our responsibility to safeguard all individuals
- Deliver safeguarding and anti-bullying awareness training
- Encourage children and adults to speak out through clear reporting channels
- Monitor behaviour during games, training, and social activities
- Support individuals who have been bullied and address the behaviour of those who bully
- Implementing and promoting this policy alongside safeguarding procedures
- Responding decisively to all reports of bullying
- Supporting young individuals in shaping positive behaviours
- Considering the needs of the victim, perpetrator, broader community, and Club.

### **Expectations of Staff, Volunteers, Players, and Families**

All individuals involved in the Club are expected to:

- Speak out and report bullying behaviour
- Respect every everyone's right to a positive experience within the club
- Embrace the diversity and uniqueness of others
- Celebrate contributions and progress of each person
- Follow safety rules and promote clarity of expectations

### **Support for Children**

- Adults will be clearly designated as points of contact for children
- A welcoming and open environment will be encouraged
- Barriers to communication (e.g. disability or impairment) will be addressed
- Reports of bullying will be listened to and investigated thoroughly
- Affected children (victim) will receive appropriate support and protection
- Children displaying bullying behaviour (perpetrator) will be guided toward positive change
- Sanctions, where necessary, will be fair and proportionate



### **Support for Parents and Legal Guardians**

- Concerns will be openly discussed with parents/legal guardians
- Collaborative action plans will be established
- Information and resources will be offered
- Additional external support may be signposted as needed

### **Action by the Club**

Lancashire Cricket Club will:

- Take all concerns seriously
- Maintain clear and respectful communication
- Engage with relevant parties while safeguarding the victim
- Encourage positive behavioural change in perpetrators
- Provide ongoing support to those affected
- Escalate actions if incidents continue

### **Monitoring and Review**

This policy will be reviewed annually or following any incident that highlights a need for change. Feedback from the Club, staff, children, parents, and officials will inform updates.

### **Contacts and Resources**

- Lancashire County Safeguarding Lead: [awilliams@lancashirecricket.co.uk](mailto:awilliams@lancashirecricket.co.uk)
- Safeguarding Manager Lancashire Cricket Club: [sdenham@lancashirecricket.co.uk](mailto:sdenham@lancashirecricket.co.uk)
- ECB Safeguarding Cricket Regulator: [safeguarding@cricketregulator.co.uk](mailto:safeguarding@cricketregulator.co.uk)
- Lancashire Cricket Safeguarding Team: [safeguarding@lancashirecricket.co.uk](mailto:safeguarding@lancashirecricket.co.uk)
- EDI [equality@lancashirecricket.co.uk](mailto:equality@lancashirecricket.co.uk)
- NSPCC Helpline: 0808 800 5000
- NSPCC – Safeguarding Talented and Elite Athletes: [Safeguarding talented and elite athletes | CPSU](#)
- Childline: 0800111/ [www.childline.co.uk](http://www.childline.co.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Anti-Bullying Alliance: [www.antibullyingalliance.org](http://www.antibullyingalliance.org)
- Ann Craft Trust: Vulnerability of Adult Elite Athletes [Vulnerability of Adult Elite Athletes - Ann Craft Trust](#)
- [Safe Hands Safeguarding Adults Policy](#)