



Hayes (Kent) Cricket Club Limited

Anti Bullying Policy

Original: March 2020 — Reviewed and updated: April 2026

Statement of Intent

Hayes (Kent) Cricket Club Limited (“the Club”) is committed to providing a caring, friendly and safe environment for all of our members, and in particular children, so they can train and play in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our club. If bullying does occur, all children should be able to tell someone, knowing that incidents will be dealt with promptly and effectively. We are a TELLING club. This means anyone who knows bullying is happening is expected to tell someone who can do something about it.

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 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 sexually abusive comments.
- Homophobic or transphobic: because of, or focusing on, the issue of sexuality or gender identity.
- Verbal: name-calling, sarcasm, spreading rumours and teasing.
- Cyber: bullying behaviour online or via electronic communication (email, text, social media, gaming platforms, messaging apps etc.). Misuse of associated technology, such as camera and video facilities. This includes the sharing of images or videos without consent and the use of online platforms to isolate, humiliate or intimidate others. The Club recognises the Online Safety Act 2023 and its obligations to protect children from online harm.

Why is it Important to Respond to Bullying?

Bullying hurts. No one should be a victim of bullying. Everyone has the right to be treated with respect. Children who are bullying also need to learn different ways of behaving. Cricket clubs have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All adults and children at the club should have an understanding of what bullying is.
- All officials, coaching and non-coaching staff should know what the club policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- As a club, we take bullying seriously. Children and parents should be assured they will be supported when bullying is reported.
- Bullying will not be tolerated.
- In cases of adults reported to be bullying cricketers under 18, the ECB must always be informed.

Signs and Symptoms

A child may indicate, by signs or behaviour, that he or she is being bullied. Adults should be aware of signs and investigate if a child:

- Says they are being bullied.
- Changes their usual routine.
- Is unwilling to go to the club.
- Becomes withdrawn, anxious, or lacking in confidence.
- Comes home with clothes torn or belongings damaged.
- Has possessions which are damaged or go missing.
- Asks for money or starts stealing money (to pay the bully).
- Has unexplained cuts or bruises.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- Shows signs of distress related to online activity, such as becoming upset after using devices or being secretive about online communications.

In more extreme cases, the child:

- Starts stammering.
- Cries themselves to sleep at night or has nightmares.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Attempts or threatens suicide or runs away.

These signs and behaviours could indicate other problems, but bullying is a possibility and should be investigated.

Procedures

Report any concerns about bullying incidents to the Club 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 should be consulted — for example if there has been assault, harassment or theft, or if there is evidence of online criminal behaviour such as harassment or the sharing of intimate images.

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. An attempt will be made to help the bully (or bullies) change their behaviour.

In cases of adults reported to be bullying cricketers under 18, the ECB must always be informed.

Prevention

The Club will use recommended methods to help children prevent bullying. These may include:

- Developing a children's code of conduct.
- Agreeing behaviour contracts.
- Having discussions about bullying and why it matters.
- Raising awareness of online safety and responsible use of social media and digital communication.

Reviewed April 2026. Updated to reference the Online Safety Act 2023 and to include expanded cyber-bullying and online harm provisions.