



## Anti-Bullying

### Statement of Intent:

Glamorgan County Cricket Club does not accept or condone bullying in any way and will address all forms of bullying and harassment. It is important to us that we provide and are seen to provide an environment that is caring, friendly and safe.

Whether a child or an adult, everyone has the right to be safe, to be treated fairly and with respect.

If bullying does occur, individuals should be able to tell, and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying may be taking place is expected to report the matter to coaches, managers, officials or the GCCC Designated Safeguarding Lead.

### What is Bullying?

Bullying hurts and is damaging emotionally and sometimes physically. Bullying is the use of aggression or behaviour with the intent to hurt another person.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- 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: bullying behaviour online or via electronic communication (email and text, social media etc) Misuse of associated technology, such as camera and video facilities

### Signs and Symptoms

A child may report bullying, but very often they will not. Safeguarding is everyone's responsibility and we encourage everyone to look for signs and symptoms which may indicate that something isn't right. This may include:

- Someone reporting they are being bullied
- A change in usual routine
- Unwillingness to go to the club/attend sessions
- Becoming withdrawn, anxious, or lacking in confidence
- Having possessions which are damaged or "go missing"
- Having unexplained cuts or bruises
- Being frightened to say what is wrong
- Avoiding particular individuals

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- Giving improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated or reported without delay.

## Reporting Procedure

Bullying should be reported without delay.

If Pathway related, the age group coach or Lead Coaches (Aimee Rees or Richard Almond) should be notified.

Contact can be made with the Designated Safeguarding Lead for GCCC – Ieuan Watkins, [ieuan.watkins@glamorgancricket.co.uk](mailto:ieuan.watkins@glamorgancricket.co.uk), 07971 007431

Alternatively, the ECB Safeguarding Team can be contacted at [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk), 020 7432 1200.

It may be necessary to involve others. This could mean notification to the police, social services, parents or others – each case will be treated carefully, confidentially and will involve the person at the heart of the concern.

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