

# Malahide Cricket Club



## ANTI-BULLYING POLICY

### Statement

Malahide Cricket Club ("Club") is committed to providing a caring, friendly and safe environment for all of our children so they can train, play, relax and have fun in a secure atmosphere. Bullying of any kind is **TOTALLY UNACCEPTABLE** in our club. If bullying does occur, everyone should be able to tell someone and know that incidents will be dealt with promptly and effectively. We strive to be a **TELLING & LISTENING** club. This means anyone who knows bullying is happening **MUST** tell someone who **WILL** do something about it.

### What is Bullying?

Bullying is intentional, targeted and unwanted negative behaviour that is repeated against a person who has difficulty defending themselves. Bullying results in pain and distress to the victim.

### Bullying can take many forms:

We recognize that bullying can be:

**Emotional** - being unfriendly, excluding, tormenting (for example: hiding kit, or making threatening gestures).

**Physical** - pushing, kicking, hitting, punching or any use of violence.

**Racial** - racial taunts, graffiti and/or gestures.

**Sexual** - unwanted physical contact or sexually abusive comments.

**Homophobic** - because of, or focusing on, the issue of a person's sexuality.

**Verbal** - name-calling, sarcasm, spreading rumors and teasing.

**Cyber** - bullying behavior online or via electronic communication (email and text, social media etc).

## 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.

Our club has 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 up 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.

## Signs and Symptoms

A child may indicate (by signs or behavior) that he or she is being bullied. Adults should be aware of any of the signs as follows and realise that they may indicate that bullying is an issue:

- Says they are being bullied.
- Changes their usual routine.
- Is suddenly 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.
- Has unexplained cuts or bruises.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.

In more extreme cases, the child:

- Starts stammering.
- Cry 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 behaviors could indicate other problems, but bullying is a possibility and should be investigated.

## Procedures

If you are concerned:

- Report any concerns about bullying incidents to one of the Child Protection Officer's, or Chair of Youth, or a member of the Youth Committee or Executive Committee.
- Parents will be informed and invited to a meeting to discuss the problem.
- If necessary, and appropriate, the Gardaí should be consulted - for example if there has been assault, harassment, or theft.

The bullying behavior or threats of bullying will be investigated and every attempt will be made to stop the bullying quickly and effectively.

Attempts will be made to help the bully (bullies) change their behavior.

## Prevention

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

- Enforcing the Club Code of Conduct
- Having discussions during training sessions about bullying and why it is not acceptable at any time
- Assuring all information passed on will be treated confidentially
- Displaying contact information of the Children's Officers in the club house
- Ensuring an 'open-door' communication strategy is adopted by all those within the Club