

Ainslie Park Cricket Club

Anti-bullying Policy



This policy applies to all members, committee, coaches, players, visitors and volunteers of the Ainslie Park Cricket Club and shall be referred to in this policy as "members".

Statement of Intent

Ainslie Park Cricket Club is committed to providing a caring, friendly and safe environment for all of our *members* 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, it will be dealt with directly by the club promptly and effectively.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (eg hiding kit, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence, repeated/targeted practical jokes
- 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
- Social/Cyber: All areas of internet, such as e-mail, Twitter & Facebook. Mobile threats by text messaging and calls.

Everybody has the right to be treated with respect. Members who are bullying need to learn different ways of behaving.

All Cricket Clubs have a responsibility to respond promptly and effectively to issues of bullying.

Policy Objectives

- All club and association administrators, coaching staff, children and parents should have an understanding of what bullying is.
- All members should know what the club policy is on bullying, what they should do if bullying arises and follow the policy when bullying is reported.
- As a club we take bullying seriously. Members should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs & Symptoms

A member may indicate by signs or behaviour that they are being bullied. All members should be aware of these possible signs and that they should investigate if a member:

- Says they are being bullied

- Is constantly on the receiving end of personal and/or embarrassing pranks or 'fun' games
- Changes their usual routine
- Is unwilling to come to the club
- Becomes withdrawn, anxious, or lacking in confidence
- Goes home with clothes torn or belongings damaged
- Has possessions which are damaged
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above.

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

Procedures

1. Report bullying incidents to a Club Committee Member.
2. In cases of serious bullying, the incidents will be reported to Cricket Victoria for advice.
3. Where appropriate, parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (or bullies) change their behaviour.

Prevention

The following four step non-compliance strategy will be followed if anyone breaches the Ainslie Park Cricket Club Anti-bullying Policy.

1. Assume the person is unaware of the policy.
2. A Club Committee member will approach the person breaching the policy and ask them to refrain from the behaviour and remind them about the policy and why it matters.
3. If an offence continues, an Executive Committee member will verbally warn them again and hand over a formally written letter or behaviour contract to sign and return. The letter will outline the Anti-bullying Policy and state that if the person continues the behaviour they will be asked to leave.
4. If the bullying does continue then the person will be reported directly to Cricket Victoria and asked to leave the club.

Policy Review

To ensure this policy continues to be relevant for club operation and that it reflects both club and community expectations, the policy will be reviewed annually.

Signed: **The Ainslie Park Cricket Club Executive Committee**

Date: **21 September 2016**