

## **Lancashire Cricket Foundation – Anti-Bullying Policy**

For Children and Adults in Cricket

### **Policy Statement**

Lancashire Cricket Foundation is committed to providing a safe, respectful, and inclusive environment for everyone involved in cricket – including children, young people, adults at risk, parents, carers, 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.

### **Aims of this Policy**

- To prevent bullying behaviour in all its forms
- To ensure everyone in cricket knows what bullying is and understands the procedures for dealing with it
- To provide reassurance that concerns will be taken seriously, and action taken swiftly and appropriately
- To promote a culture where everyone feels confident to challenge or report bullying

### **What is Bullying?**

Bullying is the repeated, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can be:

- Verbal – name-calling, threats, teasing, spreading rumours
- Physical – pushing, hitting, kicking, taking belongings
- Emotional – excluding, isolating, intimidating, humiliating
- Online (Cyberbullying) – sending harmful, offensive or abusive messages via social media, emails, or gaming platforms
- Discriminatory – based on race, gender, disability, religion, sexuality, or other protected characteristics

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

### **Responsibilities**

All those involved in cricket have a responsibility to prevent and respond to bullying, including:

- Clubs and Leagues – should implement this policy, promote positive behaviour, and address bullying concerns seriously and promptly
- Coaches and Volunteers – should model respectful behaviour, be alert to signs of bullying, and report concerns
- Parents and Carers – should support children and clubs in creating a safe environment and communicate concerns

- Children and Young People – should be encouraged to speak up if they witness or experience bullying
- Adults in Cricket – should ensure their behaviour does not intimidate or belittle others, and support others to feel included and safe

## **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've done the right thing by speaking up
3. Report the concern to the Club Safeguarding Officer, 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

## **Prevention**

To help prevent bullying in cricket, we will:

- Promote respect, teamwork, and fair play at all levels
- 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

## **Support**

Lancashire Cricket Foundation will support anyone affected by bullying, whether a child or an adult, and take every step to ensure they feel safe and heard. We also recognise that those who bully may need guidance or intervention to change their behaviour.

## **Monitoring and Review**

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