



Furness Cricket Club

Anti-bullying policy statement

The Individual

- Respect every child's need for, and rights to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Respect every individual's feelings and views.
- Recognise that everyone is important and that our differences make each of us special.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.
- Ensure safety by having anti-bullying rules and practices, developed with the participation of children and young people, carefully explained and displayed for all to see.

Bullying

- Bullying will not be accepted or condoned.
- Bullying can include: -
Physical pushing, kicking, hitting, pinching etc, unwanted physical contact, name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals, racial taunts, graffiti, gestures, sexual comments and/or suggestions.
- Children from ethnic minorities, disabled children, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.
- Appropriate volunteers should have access to training on anti-bullying.
- Where a child is found to be exhibiting sexually harmful behaviour to another child, it is important to involve a social work team responsible for child protection, through involving club child protection/welfare officers, as soon as possible. Our club has clear policies and procedures to ensure that volunteers are aware of differences between sexually harmful behaviour and bullying behaviour.
- Where a child's bullying behaviour is of a particularly violent or aggressive nature and the club is unable to address the behaviour through behaviour management strategies or disciplinary measures within reasonable time, it is worth considering instigating child protection procedures.

Anti-bullying policies.

- Everybody has the responsibility to work together to stop bullying – the child, the parent/carer, the club, the coach, the social worker and members of the local community.
- Forums should be established within the community – including children, parents, education workers, youth workers and other agencies – to develop policies and strategies to stop bullying.
- Every club's anti-bullying policy should be developed with the full participation of children, young people and parents or carers' preferably through a young person's council or other consultative body.
- Children should be encouraged and supported to take a role in stopping bullying in their community.
- Policy and practice should be reviewed regularly in the light of changing needs and changes adopted by other agencies.

Support to the child.

- Children should know who would listen to and support them.
- An appropriately trained and experienced person should give any advice and assistance.
- Children should have access to helpline numbers.
- Children should be told what is being recorded, in what context and why.
- Services should be established to enable children to have access to a safe adult to talk about bullying or any other issue that affects them. (Club Child Welfare Officers). These adults need to be trained in listening skills, particularly in counselling. They must also know the limits of their confidentiality and understand the nature of consent.
- Anyone who reports an incident of bullying will be listened to carefully and will be supported, whether it is the child being bullied or the child who is bullying.
- Any reported incident will be investigated objectively and will involve listening carefully to all those involved.
- Children being bullied will be supported, and assistance given, to uphold their right to learn, develop and play in a safe environment, which allows them to reach their potential.
- Those who bully will be supported and encouraged to stop bullying. It should be recognised that the bully may well be the victim as well as the bullied.
- Sanctions involving long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, should be avoided.



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"Bullying: Don't Suffer in Silence"

Everyone involved with Cricket whatever their role, has a responsibility to work to stop bullying. All bullying, of any sort, is therefore unacceptable and any people who experience bullying will be supported.

OUR INTENTIONS IN PRODUCING THIS POLICY ARE:

- To provide a cricket environment free from any threat or fear, which is conducive to the achievement of individual aspirations.
- To reduce and to eradicate wherever possible, instances in which young people are subject to any form of bullying.
- To establish a means with dealing with bullying, and of providing support to young people who have been bullied
- To meet any legal obligations which rest with the club.
- To ensure that all young people and volunteers etc. are aware of the policy and that they fulfil their obligations.

OUR DEFINITION OF BULLYING:

Bullying...involves dominance of one young person by another or a group of others, is premeditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical – hitting, kicking, pushing or any use of violence
- Verbal – name calling, sarcasm, insulting, making offensive remarks, spreading rumours, teasing
- Emotional – being unfriendly, exclusion from social groups, being made the subject of malicious rumours, taking or hiding kit or belongings, threatening gestures, tormenting
- Cyber – All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within this club we will pay particular attention to:

- Racial harassment and racist bullying, graffiti or gestures
- Bullying because of a person's religious beliefs
- Sexual bullying – unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality.
- Bullying of young people who have special educational needs or disabilities.

Furness Cricket Club (FCC) will not tolerate bullying.



Furness Cricket Club

PHOTOGRAPHY, TRANSPORT AND CHANGING ROOMS

Permission for the use of photographs and recorded images

Please note that this part of the form needs to be signed by the Young Player (if aged between 12 and 18) as well as by the Parent or Legal Guardian of the Young Player.

FURNESS Cricket Club ('The Club') recognises the need to ensure the welfare and safety of all Young People in Cricket. As part of this commitment we will not permit photographs, video images or other images of Young People to be taken or used without the consent of the Parent/Guardian and the Young Player. The Club will follow the guidance issued by the England and Wales Cricket Board (ECB) on the use of images of Young People, which is available on <http://www.ecb.co.uk>. The Club will take steps to ensure that these images are used solely for the purpose they are intended, which is the promotion and celebration of the Club's cricketing activities. If you become aware that these images are being used inappropriately you should inform the Club Welfare Officer immediately.

If photographs e.g. team or action shots, are submitted to the Press or published on the Club website individuals will not be identified. In circumstances where there is a need to identify an individual player in the Press parental permission will be sought beforehand.

Please note: the club understands that there are circumstances under which a parent would not wish their child to be photographed. Whilst the club will do all that it can to ensure the safety of children during games. It is the responsibility of the parent concerned to ensure that if necessary their child is not videoed or photographed. The club is unable to supervise individual children during cricket activities or competitions.

To be completed by the Young Player (if 12 years or older) – please strike out the words which you do not agree to.

I **Consent / do not consent** to FURNESS Cricket Club photographing or videoing my involvement in cricket under the above terms and conditions.

Transport to matches and practice sessions

FURNESS Cricket Club policy is that parents or other responsible adults are responsible for transporting players to and from all matches and practice sessions and therefore the Club will not be registering Private Vehicles for the transportation of individuals in connection with any fixtures or practice sessions arranged by the Club. The implementation of this policy is not intended to exclude any player from participation and parents or guardians should contact the Club Welfare Officer if they have any problems with the transportation of players to matches or practice sessions.

Club Changing Policy

All parents must be aware that there are circumstances under which players under the age of 16 years may find themselves changing clothes in the presence of persons over 18 years. The club requests that if any parent is not comfortable with this arrangement then it is their responsibility to ensure the following. Mobile phones must not be used in changing rooms. Mixed gender teams must have access to male & female changing rooms.

- Young players who do not wish to change or shower with adults are under no obligation to do so and are advised to change and shower at home
- Parental consent must be given if Young Players are to share changing facilities with adults
- It is the responsibility of the parent concerned to ensure that their child does not enter changing facilities at any time if consent is not given

Consent by Parent/Legal Guardian - Please strike out the words which you do not agree to.

..... (Name of young person) under the above terms and conditions and I confirm that I have legal responsibility for this young person and am entitled to give this consent. I also confirm that I understand and accept the Club's policy on transportation. If this young player participates in adult cricket **he/she will change at home / he/she can change at the club**

Signed: Print Name: Date:



Furness Cricket Club

ECB E-Safety Guidelines on Communication and Interactive Technologies:

All members and guests of Furness Cricket Club will:

- Take responsibility for their own use of communications and interactive technologies, making sure they use the new technologies safely, responsibly and legally within the context of cricket.
- No communication device or service, including interactive communication services such as social networking may be used to bring the club, its members or cricket into disrepute.
- No communication device or service, including interactive services such as social networking may be used for inappropriate behaviour online within the context of cricket including bullying or harassment of others in any form, defamation, obscene or abusive language, the uploading of material which is libellous, defamatory, obscene, illegal, shows nudity or is violent.
- Report any known misuses of communication and interactive technologies within the context of cricket, including unacceptable behaviour, inappropriate contact with children online and illegal content including sexual/indecent images of children, according to the relevant club and ECB safeguarding policies and procedures.
- Need to be aware that any report of the misuse of communication and interactive technologies within the context of cricket will be investigated according to the club's policy and procedures and may result in the club's sanctions being enforced. Depending upon the seriousness of the incident legal action may be taken and where suspected criminal activity has taken place a report will be made to the police.

Where a club provides network access or communication devices all members and guests will:

- Protect passwords and personal network logins and log off the network when leaving web stations/devices unattended. Where available security settings should be set on mobile devices. Any attempts to access, corrupt or destroy other users' data in any way using technology is unacceptable.
- Not ask for e-mail address, mobile phone numbers or social networking profiles of junior members (less than 18 years of age) or search junior members on social networking services/search engines without prior consent of parents in line with the club's policy on the use of information including emergency situations.
- Not develop an online relationship with a young player with the intention of meeting them offline to engage in sexual activity. Sexual exploitation, including grooming a child under the age of 16 for the purpose of meeting to engage in sexual activity, is a serious offence.
- Not view, possess, make or distribute sexual abuse/indecent images of children. This is a serious criminal offence.

For further information on acceptable user policies:

BECTA have produced a range of acceptable user policies
(publications.becta.org.uk/display.cfm?resID=25934)



Furness Cricket Club

ECB GUIDANCE ON JUNIOR CRICKETERS PLAYING IN OPEN AGE CRICKET

The ECB has had several recent requests to clarify the recently issued ECB guidelines on junior players in open age cricket. The intention of the merger of previous guidance documents was to clarify this area for clubs and leagues to assist them with planning and fulfilling fixtures.

For the purposes of ECB communications a guideline is as it implies – guidance based upon considered advice and consultation, which were the foundations of the original documents that have subsequently been merged. ECB in its role as the National Governing Body (NGB) for cricket advises cricket clubs and leagues via County Boards of current best practice which such guidelines / best practice information from NGBs may may often be relied upon by insurers to assess the relative responsibilities should a claim be made. In this case ECB as NGB are fulfilling their role as a responsible NGB **advising that** a legal duty and care towards children is incumbent on those designated as responsible adults in relation to those children.

As specified in the guidelines, all clubs must recognise that they have a duty of care towards all young players aged under – 18 who are representing the club. This duty of care also extends to leagues that allow the participation of young players in open age groups in their league. The duty of care should be interpreted in two ways:

1. **Not to place a young player in a position that involves an unreasonable risk to that young player, taking account of the circumstances of the match and the relative skills of the player.**
2. **Not to create a situation that places members of the opposing side in a position whereby they cannot play cricket as they would normally do against adult players.**

In addition the guidelines note the need for clubs and leagues to recognise the positive experience that young players should have in open age cricket and thus clubs should provide an opportunity for players to show their talents in the appropriate way. Children who are just used as fielders will not fully experience the game.

The guidelines are designed to help clubs to decide when to select young players in **open age competitive** cricket and how best to help their cricketing development when they play within open age groups. For example:-

Under-12 group players* should cannot not **play** in open age competitive cricket.

Under 13 age group players* can play in open age group competitive cricket (i.e. players aged 12 and over) if considered by a qualified Level 2 coach or above that it is appropriate for their development.

Under 13 players will need prior explicit written parental consent to play as this recognises the need for parents and guardians to be aware of the significance of allowing their young child to participate in open age competitive cricket rather than just junior cricket.

Over 13 year old children are free to play open age cricket.

*Junior cricket age groups are set by the age of the player on 31st August preceding the season of play

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Under 12 age group players' and younger should not play in open age competitive cricket. -
- Except Players who are selected in a County U/12 squad in spring for a summer squad or in another squad deemed by ECB Performance Managers to be a standard above 'district level' for that season they are eligible to play open age cricket. This is providing they are at least 11 years old, in School Year 7 on 1st September in the year preceding the season, and have written parental consent to play. In allowing these players to play in open age cricket it is essential that clubs and coaches recognise the 'duty of care' obligations they have towards these young players.

This means that boys and girls who are county squad and area squad players are able to play open age cricket if they are in an U/12 age group and are a minimum of 11 years old on 1st September of the year preceding the season.

District and club players who are not in a county or area squad must wait until they reach the U/13 age group, be in year 8 and be 12 years old on 1st September of the preceding year before being able to play in any open age group cricket. As before parental consent is required for these players.

(ECB Fast Bowling Directives and Fielding Regulations should always be adhered to for junior cricketers in open age group cricket)

Consent Held Yes / No.

Consent relating to changing and showering held? (U/16) YES/NO

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(Source Document: ECB "*Safe Hands*" Cricket's Policy for Safeguarding Children)
www.ecb.co.uk/ecb/child-welfare



Furness Cricket Club

ECB MISSING CHILD GUIDELINES

(These missing child guidelines are a new addition to the Safe Hands Manual for 2007)

A child going missing could be an extremely traumatic event – for adults and for children. However, if everyone is aware of some simple pre-defined guidelines, panic levels can be minimised, and even more critically, the missing child can hopefully be found in an organised and efficient way. Hopefully no child will ever go missing from your team/event. If they do, please remember most children are found within a few minutes of their disappearance.

ECB Missing Children Guidelines

If a child for whom your club has responsibility goes missing, the following have been devised to clarify actions that should be taken.

- Ensure the other children in your care are looked after appropriately while you organise a search for the child concerned.
- Inform the child's parents if they are present at the event, or nominate an appropriate person to telephone them and advise them of your concern. Reassure them that you are doing all you can to locate their child. Remember that the child may contact the parents directly so this is very important. (Ask the parents to let you know immediately if this happens).
- Organise all available responsible adults by areas to be searched. It is best to take a short time to organise the search properly so that all places are searched fully.
- Search the area in which the child has gone missing including changing rooms, toilets, public and private areas of club grounds.
- Request all those searching report back to a nominated adult at a specific point.
- The nominated person should remain at this specific reference point and must be making a note of the events, including detailing a physical description of the child including approx, height, build, hair and eye colour as well as clothing the child was wearing and where / when they were last seen, as this will be required by the police. If the search is unsuccessful you should then report the matter to the police.
- A report should go to the police no later than 20 minutes after the child's disappearance is noted, even if the search is not complete.
- If the police recommend further action before they get involved, follow their guidance (obtain name or number of person giving instruction).
- If the police act upon the concern always be guided by them in any further actions to take
- At any stage the child is located; ensure you inform all adults involved including the parents, searchers and police if by then they are involved.
- All missing child incidents MUST BE notified at the very earliest opportunity to the Club Welfare Officer, who must immediately notify the County Welfare Officer, and they must then notify the ECB Child Protection Team.



Furness Cricket Club

ECB GUIDELINES ON MANAGING CHILDREN AWAY FROM THE CLUB

A Team Manager should be appointed with clear roles and responsibilities. Such responsibilities should include for them to:

Establish and communicate the following information to Parent(s):

- The reason and purpose of the trip
- The date, times including time of departure and estimated time of return
- The venue
- Meeting points
- Name of Team Manager responsible for trip
- Kit / equipment requirements and cost implications.
- Name of contact number acting as the 'Club Home Contact'
- Arrangements for food and drink

Ensure that Team Manager has a written copy of the relevant emergency contact details and any medical information with them during the away trip, for all children who are taking part in the trip for whom they have a duty of care.

- Team Manager must ensure they understand the ECB "Safe Hands" Policy

Ensure that there is a 'Club Home Contact' – i.e. a member of the Club who is not travelling away, who will act as a contact point if required in an emergency situation and ensure that the 'Club Home Contact' is provided with the following information to enable them to fulfil their role should they need to do so:

- The names of players and helpers on trip
- Emergency contact names and phone numbers for each of the above persons
- Details of medical and physical needs any of these persons may have
- Contact numbers for the helpers which can be used
- Telephone numbers for the Police local to the home club

The Club Home Contact should be a member of the club who has been CRB checked



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Support to the child.

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The ECB and FCC will not accept or condone bullying and will address all forms of bullying.

Action to Help the Victim and Prevent Bullying in Cricket:

An individual should:

- Take all signs of bullying very seriously – If a child says they are being bullied, changes their usual routine or is unwilling to go to the club, becomes withdrawn anxious or lacking in confidence, has possessions or clothes which are torn, damaged or “go missing”, asks for or steals money (to pay bully), has unexplained cuts & bruises, is frightened to say what is wrong or gives improbable excuses for any of the reasons.
- Encourage all Young People to speak and share their concerns, help the victim speak out and tell the person in charge or someone in authority. Create an open environment
- Investigate all allegations and take action to ensure that the victim is safe. Speak with the victim and the bully (ies) separately
- Reassure the victim that you can be trusted and will help them, although do not promise that you will not tell what has been said
- Keep a record of what is said (what happened, by whom, when).
- Report any concerns to the person in charge at the Club* or School (wherever the bullying is occurring)
- Provide support to the Young Person who is bullied.

Procedures

1. *Report bullying to the Club Welfare Officer
2. In cases of serious bullying, the incidents will be reported to the ECB Child Protection Team for advice via the County Welfare Officer
3. Parents should be informed and will be asked to come to a meeting to discuss the problem
4. If 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 (bullies) change their behaviour.

In cases of adults reported to be bullying cricketers under 18, the ECB must always be informed and will advise on action to be taken.

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- a) Writing a set of club rules
- b) Signing a behaviour contract
- c) Having discussions about bullying and why it matters.

Everybody involved with Cricket, whatever their role, has a responsibility to work to stop bullying.

Parents can help by supporting our anti-bullying policy and procedures and helping to establish an anti-bullying culture. Also by discussing with a Club Child Protection/ Welfare Officer any concerns that their child may be experiencing bullying or be involved in some other way

The Chairman and Child Protection/Welfare Officers are responsible for introducing and implementing this policy. However all Volunteers, Coaches etc., Young People and their Parents/Carers have an active part to play in the development and maintenance of the policy, and in its success.

“Bullying: Don’t Suffer in Silence”