

Yorkshire Performance Pathway Anti-Bullying Policy

Yorkshire Cricket is committed to providing a caring, friendly, safe and supportive environment for all our players so they can train and perform. Everyone has the right to be treated with respect. Bullying is unacceptable. If it occurs, all children should be able to tell someone and know that incidents will be dealt with promptly and effectively. Bullying is the repeated use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim and can take many forms:

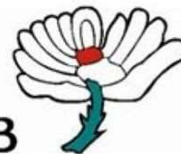
- Emotional: being unfriendly, excluding, tormenting (for example: hiding kit, or making threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti and/or gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on, the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours and persistent 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

Everyone involved at Yorkshire Cricket will:

- Encourage individuals to speak out about bullying behaviour
- Respect every child's need for, and right to a playing environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and equal
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

If you feel you are being bullied, talk to someone you can trust – your coach, team manager, parent, friend or the YCCC Head of Safeguarding.

THE YORKSHIRE COUNTY CRICKET CLUB



Actions Yorkshire cricket will take:

- We will take your concerns seriously
- We will talk to you about them
- We may discuss this with your parents or carers
- We will talk to the bully and look into the bullying behaviour whilst protecting you
- We will try to help the bully change their behaviour
- We will support you through the whole process
- If the bullying continues, we will take further action against the bully

Yorkshire Cricket's Head of Safeguarding is Joy Walker:

- Email – joy.walker@yorkshireccc.com
- Telephone – 07512 312212

Other resources:

ChildLine

- Telephone - 0800 1111
- Website - <https://www.childline.org.uk/>

Kidscape - Advice and practical support to prevent bullying

- Telephone - 0207 730 3300
- Website - <https://www.kidscape.org.uk/>
- Parents advice line: Email - info@kidscape.org.uk . Telephone – 020 7823 5430