Gloucestershire Cricket Anti Bullying Policy

Gloucestershire Cricket does not accept or condone bullying in any way and will address all forms of bullying and harassment. Everyone involved within the cricket environment, whatever their role, has a responsibility to work to stop bullying. To this end we advise that to help a victim and prevent bullying in Cricket an individual should;

- Take all signs of bullying very seriously.
- Encourage all people to speak and share their concerns, help the victim to speak out and tell the Safeguarding Lead.
- Create an environment in which people feel safe to speak out and bullying behaviours are called out/challenged.
- Investigate all allegations and take appropriate action to ensure the victim is safe.
- Reassure the victim that you can be trusted and will help them, although not promising to not tell of what has been said.
- Keep a record of what has been said.
- Report any concerns to the Safeguarding Lead.

Gloucestershire Cricket also recognises and advises that in the event of any occurrence of bullying or harassment brought to the attention of the Safeguarding Lead, Gloucestershire Cricket will;

- Inform the bullies parents/carers.
- Try to get the bully/bullies to acknowledge, understand and change their behaviour.
- Provide support as required to the coach of the victim.
- Impose sanctions as necessary and as advised through ECB legislation.
- Report on progress to alleged victim and their parent/carer if appropriate.
- Keep a written record of action taken.

Gloucestershire Cricket also advises that in accordance with ECB legislation the first point of contact in all cases if there is a suspicion of bullying or harassment taking place should be the Safeguarding Lead who will advise of the correct procedural route to be taken through Gloucestershire Cricket policy.