



Anti-Bullying Policy

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Status of this Policy

This policy is adopted by the Management Committee pursuant to its powers under the West Bretton Cricket Club Constitution. It must be read consistently with the Constitution and with applicable law, ECB, Cricket Regulator, league and competition requirements.

Where an internal governance conflict arises between this policy and the Club Constitution, the Constitution shall prevail.

Change History

Version	Date	Description of Change	Author	Approved By / Date
1.0	21/08/2026	Initial draft	Tony Rushforth	



Policy Statement

West Bretton Cricket Club believes that everyone has the right to participate in cricket without being subjected to bullying, humiliation, intimidation or harassment.

Bullying will not be accepted within the Club.

This policy applies to children and adults and should be read alongside the Members' Code of Conduct and Safeguarding Policy. The ECB currently includes an Anti-Bullying Policy template within its Club Safeguarding Kit Bag.

What is Bullying?

Bullying is behaviour intended, or reasonably likely, to hurt, intimidate, humiliate, isolate or undermine another person.

It may be physical, verbal, emotional, discriminatory, sexual, social or online.

Examples include persistent teasing or name calling; threats or intimidation; deliberately excluding someone; spreading rumours; unwanted physical behaviour; deliberately embarrassing someone; abuse through social media or messaging groups; discriminatory comments; or repeatedly targeting someone under the description of "banter".

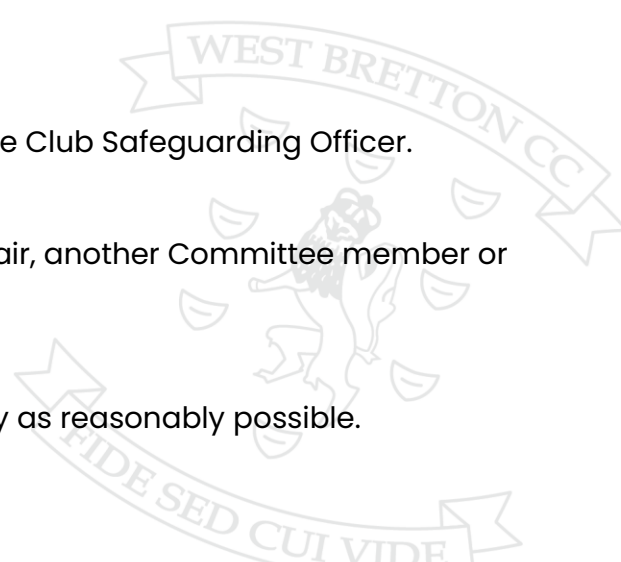
Friendly joking between people is not automatically bullying, but behaviour should stop when it is clearly unwanted or causes distress.

Reporting Bullying

Concerns involving children should be reported to the Club Safeguarding Officer.

Adult members may report concerns to the Club Chair, another Committee member or the Club Safeguarding Officer.

Reports will be treated seriously and as confidentially as reasonably possible.



Where an adult bullying concern is to proceed as a formal disciplinary complaint concerning the behaviour of a member, guest or volunteer, it must be lodged in writing with the Club Secretary in accordance with clause 8.1 of the Club Constitution.

Safeguarding concerns involving children remain subject to the Club's safeguarding procedures.

Responding to a Report

The Club will establish what has happened, consider the welfare of everyone involved and determine the appropriate procedure.

Where children are involved, safeguarding considerations will take priority.

The Club may speak separately to the individuals involved and, where appropriate, parents or carers.

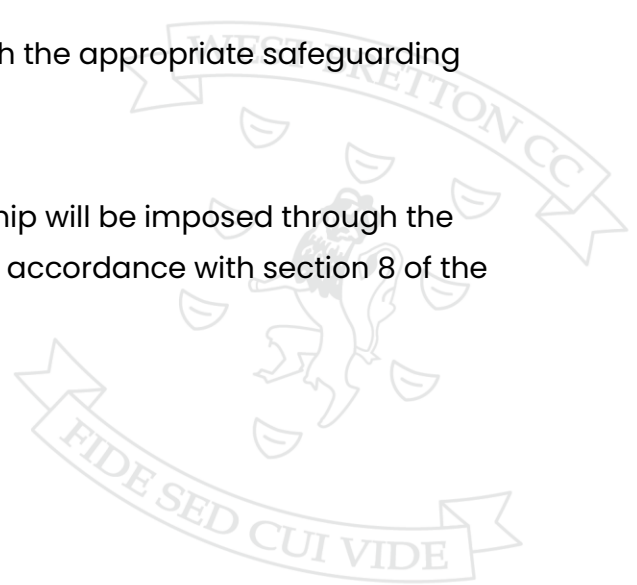
Mediation may be appropriate for lower-level disagreements, but should not be used where it would place a complainant under pressure or where serious bullying or safeguarding concerns exist.

Action

Depending upon the seriousness of the behaviour, the Club may provide guidance, issue a warning, require an apology, restrict participation, impose conditions upon membership, suspend a member or commence formal disciplinary proceedings.

Serious safeguarding matters will be referred through the appropriate safeguarding process.

Any formal disciplinary sanction affecting membership will be imposed through the Club's Complaints and Disciplinary Procedure and in accordance with section 8 of the Constitution.



Retaliation

No member should suffer retaliation, intimidation or adverse treatment for raising a genuine concern in good faith.

Retaliation may itself constitute misconduct.

