



**GCB**

# safe hands

the GCB Anti-Bullying Policy



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# Every child matters, your in safe hands.

## GCB Anti-Bullying Policy

Bullying is recognised and defined as deliberately hurtful behaviour usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. racist or sectarian remarks, threats, name-calling) and emotional (e.g. isolating an individual from the activities and social acceptance of his peer group). The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm.

The Guernsey Cricket Board are committed to providing a caring, friendly and safe environment for all our members so they can participate in sport in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our organisation. If bullying does occur, all team members should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a **telling** organisation. This means that anyone who knows that bullying is happening is expected to tell the coach in charge or the GCB Welfare Officer.

### Action

- Report any form of bullying incidents to the coach, supervisor or member of the GCB staff. They will be willing to listen and will respond to your concerns whilst reassuring that you were right to tell.
- In cases of serious or repeat bullying, the incidents will be referred to the GCB Child Welfare Officer and parents will be informed and asked to come in to a meeting to discuss the problem. An attempt will be made to help the bully (bullies) change their behaviour and if mediation fails and the bullying continues the GCB will initiate disciplinary proceedings according to the club constitution.

The GCB will continue to review policies and practices on a regular basis.

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The GCB firmly believe that every child needs, and has rights to, an environment where safety, security, praise for effort, recognition and opportunity for taking responsibility are always available.

“What might be fun for you might not be fun for others”  
Just try and see it their way!