



Anti-Bullying Policy

EVERYBODY SHOULD BE TREATED WITH RESPECT

Graces Cricket Club is committed to providing a caring, friendly, and safe space for everyone to experience cricket in a friendly, secure, and enjoyable environment.

Bullying of any kind is unacceptable and will not be tolerated by Graces Cricket Club.

If bullying does occur, the person subjected to the bullying should be able to report it with confidence that incidents will be dealt with promptly and effectively.

We encourage anyone who knows or suspects that bullying is happening to speak to our Club Safeguarding Officer or Chairperson.

- We expect all club members to read and adhere to this policy.
- We take bullying seriously. Anyone involved with Graces CC should be assured they will be supported if reporting bullying.

WHAT IS BULLYING?

Bullying is intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening, or undermining someone. It can happen anywhere, including at home, at cricket or online. It is usually a repeated behaviour and can hurt someone both emotionally and physically.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (hiding kit, threatening gestures, commenting negatively on performance)
- Physical: pushing, kicking, hitting, punching, or any use of violence
- Discriminatory: relating to someone's [protected characteristics](#)
- Sexual: unwanted physical contact or sexually abusive comments
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Online: via messages or social media.

JOKES & "BANTER"

Jokes & banter *can* be a great way to build camaraderie and relationships within the club. *However*, there is a fine line to tread and a joke isn't funny if it offends someone, makes them feel uncomfortable or unfairly treated.

If you do feel that someone's behaviour or humour is inappropriate, we would encourage you to speak to them directly and give them a chance to do something about it themselves; they may not even realise they've upset you. Try to explain to them calmly what you don't like and ask them to stop. If it is too difficult to do by yourself, or if that hasn't worked, please speak to a member of the captaincy group, who will try to help you address it.

WHAT TO DO IF YOU THINK YOU ARE BEING BULLIED

If there is something happening at the club that makes you feel unhappy or uncomfortable, or if you think that someone else is being bullied, then please talk to one of the captaincy group.

You can initially try raising the problem informally with the person responsible; explain clearly to them that their behaviour is not welcome or makes you feel uncomfortable. If this is too difficult or if you do not feel comfortable, or if



the situation is serious, you can talk in confidence to the Club Chairperson or Safeguarding Officer. We will take your concerns very seriously and try to help you resolve them. In the event of any report of bullying the club will investigate thoroughly; beginning with the Chairperson & Safeguarding Officer, who may decide to refer the matter to the wider committee.

Of course, it will generally be for you to decide how to raise and deal with an issue. However, we do have a duty to protect everyone at the club and we must let you know that we may decide to take action to pursue a complaint independently if we think that is appropriate.

BULLYING CAN LEAD TO EXPULSION

If after investigation it is deemed that bullying has occurred, the club will act accordingly. In extreme cases this could include immediate expulsion from the club, without reimbursement of fees, in line with [The Code of Conduct](#). The Committee's decision is final.

Bullying of any kind is unacceptable and will not be tolerated by Graces Cricket Club.