



Shoalwater Bay Cricket & Sporting Club Inc.
Club Address: Stan Twight Reserve, Hennessy Way, Rockingham, WA, 6168
Postal Address: PO Box 745, Rockingham DC, 6968
Email: administration@shoalwaterbaycc.club

Club Anti-bullying Policy

This policy applies to all members, committee, officials, players, visitors and volunteers of the Shoalwater Bay Cricket & Sporting Club.

Our club is committed to providing a caring, friendly and safe environment for all members so they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, it will be dealt with directly by the club promptly and effectively.

Definition of Bullying

Bullying is any act that seeks to harm, intimidate or coerce another person.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- **Physical:** pushing, kicking, hitting, punching or any use of violence
- **Racist:** racial taunts, graffiti, 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, teasing
- **Social/Cyber:** All areas of internet, such as e-mail, Twitter & Facebook. Mobile threats by text messaging and calls.

Everybody has the right to be treated with respect. Members who are bullying need to learn different ways of behaving. All Cricket Clubs have a responsibility to respond promptly and effectively to issues of bullying.

Responsibilities

- All club and association officials, members, parents and players should have an understanding of what bullying is.
- All members should know what the club policy is on bullying, what they should do if bullying arises and follow the policy when bullying is reported.
- As a club we take bullying seriously. Members should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs & Symptoms

A person may indicate by signs or behaviour that he or she is being bullied. Members should be aware of these possible signs and they should investigate if a person:

- Says they are being bullied
- Changes their usual routine
- Is unwilling to go to the club or participate in club activities
- Becomes withdrawn, anxious, or lacking in confidence
- Has unexplained cuts or bruises
- Is apprehensive to say what is wrong



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- Gives improbable excuses for any of the above.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

- Report bullying incidents to the Club Welfare Officer (or Club Committee Member)
- In cases of serious bullying, the incidents will be reported to the State or Territory Cricket Association for advice.
- Parents of a child should be informed and will be asked to come to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (or bullies) change their behaviour.

Intervention

The following non-compliance strategy will be followed if anyone breaches the Shoalwater Bay Cricket & Sporting Club Anti-Bullying Policy.

- Assume the person is unaware of the policy.
- An official, member, or club representative will approach the person breaching the policy and ask them to refrain from the behaviour and remind them about the policy and why it matters.
- If an offence occurs or the behaviour continues, the club may formally deal with the matter according to our Constitution and By-laws.
- If the bullying is enacted by a visitor to any club game, activity or function they will be asked to leave the area or premises immediately.

Whilst the club will undertake to educate club officials, members, parents, and players about the Anti-bullying policy through promotion in club newsletters, website / social media sites and within the club walls, it is the responsibility of each individual to access this information.