

QUINNS ROCKS JUNIOR CRICKET CLUB

ANTI-BULLYING POLICY

This policy applies to all members, coaches, players, visitors and volunteers of the Quinns Rocks Junior Cricket Club.

STATEMENT OF INTENT

The Quinns Rocks Junior Cricket Club is committed to providing a caring, friendly and safe environment for all of our members so they can train and play in a relaxed 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.

WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying can be;

- Emotional Being unfriendly, excluding, tormenting.
- 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.
- Cyber All area of the internet, such as e-mail, Twitter and Facebook., or mobile threats by text messaging and calling.

POLICY OBJECTIVES

- All Club and Association administrators, coaching staff, children and parents 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 occurs, and follow the Club 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.

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SIGNS AND SYMPTOMS

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child;

- says that they are being bullied
- changes their usual routine
- is unwilling to go to the Club
- becomes withdrawn, anxious, or lacking in confidence
- comes home with clothes torn or belongings damaged
- has possessions which are damaged
- asks for money or starts stealing money (to pay a bully)
- has unexplained cuts or bruises
- is frightened to say what is wrong
- 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

1. Report bullying incidents to a Club Committee Member.
2. In cases of serious bullying, the incident will be reported to the Western Australian Cricket Association for advice.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (or bullies) change their behaviour.

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PREVENTION

The following four step non-compliance policy will be followed if anyone breaches this Anti-Bullying Policy;

1. Assume the person is unaware of the policy.
2. A 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.
3. In an offence continues, a member of the Club Committee will verbally warn them again and hand over a formally written letter or behaviour contract to sign and return. The letter will outline the Anti-Bullying Policy and state that if the person continues the behaviour they will be asked to leave.
4. If the bullying does continue then that patron will be reported directly to the Western Australian Cricket Association and asked to leave the Club.

