**United Kingdom Armed Forces Association of Cricket Officials**

**Anti-Bullying Policy**

The United Kingdom Armed Forces Association of Cricket Officials (UKAF ACO – the ‘*Panel*’) are committed to providing a caring, friendly and safe environment for all of our members so they can officiate, train, and socialise, in a relaxed and secure atmosphere.

This policy is in addition to all extant MOD Anti-Bullying policies[[1]](#footnote-1) and introduced to be applicable to all members of UKAF ACO, military, veteran or civilian alike.

**Bullying of any kind is unacceptable.**

If bullying does occur, all members should be able to tell, and know that incidents will be dealt with promptly and effectively. We are a TELLING *Panel*. This means anyone who knows bullying is happening is expected to tell someone who can do something about it.

**Anti-Bullying Policy for the *Panel***

In cases of adults reported to be bullying anyone under 18, the *Panel’s* Safeguarding Officer must be informed and they will inform the ECB.

In cases of adults reported to be bullying anyone over 18, the *Panel’s* Safeguarding Officer must be informed and due diligence applied as to whether the ECB is to be informed

In cases of under 18’s reported to be bullying anyone, the *Panel’s* Safeguarding Officer must be informed and the respective parent, carer or guardian informed and invited to a meeting to discuss the concerns. Considerations, based on the known facts, will then determine whether the ECB are be notified

**What is bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can take many forms:

• **Emotional**: being unfriendly, excluding, tormenting (for example: hiding kit, or making threatening gestures)

• **Physical**: pushing, kicking, hitting, punching or any use of violence

• **Racist**: racial taunts, graffiti and/or gestures

• **Sexual**: Inappropriate physical contact or sexually abusive comments

• **Homophobic**: because of, or focusing on, the issue of sexuality

• **Verbal**: name-calling, sarcasm, spreading rumours and teasing

• **Cyber**: bullying behaviour online or via electronic communication (email and text, social media etc) Misuse of associated technology, such as camera and video facilities

**Why is it important to respond to bullying?**

Bullying hurts. No one should be a victim of bullying. Everyone has the right to be treated with respect. Those who are bullying also need to learn different ways of behaving.

The *Panel* has an obligation to respond promptly, and effectively, to issues of bullying.

Objectives of this policy

• All members of the *Panel* should have an understanding of what bullying is

• All members of the *Panel* should know what the policy is on bullying, and what they should do if bullying arises

• All members of the *Panel* should know what the policy is on bullying, and follow it when bullying is reported

• As a *Panel*, we take bullying seriously. Members should be assured they will be supported when bullying is reported

• Bullying will not be tolerated

**Signs and symptoms**

A member may indicate, by signs or behaviour, that he or she is being bullied.

Members should be aware of the signs and investigate if a member:

• Says they are being bullied

• Changes their usual routine

• Is unwilling to go to a particular location/fixture

• Becomes withdrawn anxious, or lacking in confidence

• Attends with clothes torn or belongings damaged

• Has possessions which are damaged or go missing

• Asks for money or starts stealing money (to pay the bully)

• Has unexplained cuts or bruises

• Is frightened to say what’s wrong

• Gives improbable excuses for any of the above

In more extreme cases, the member:

• Starts stammering

• Cries or breaks down

• Becomes aggressive, disruptive or unreasonable

• Is bullying others

• Stops eating

• Attempts or threatens suicide

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

**Procedures**

• Report any concerns about bullying incidents to the *Panel* Safeguarding Officer

• The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

• If the member is under 18 years of age, their parent, carer or guardian should be informed and invited to a meeting to discuss the problem

• In cases of serious bullying, the incidents will be reported to the ECB Safeguarding Team

• If necessary, and appropriate, police should be consulted - for example if there has been assault, harassment or theft

• An attempt will be made to help the bully (bullies) change their behaviour

**Prevention**

These may include:

• Agreeing behaviour contracts

• Discussions about bullying and why it matters

B HOOD

WO1 Ben Hood

UKAF ACO Chair

1. JSP 763 – Behaviours and Informal Complaint Resolution and JSP 831 – Redress of Individual Grievances, remain the primary polices for all serving military personnel. [↑](#footnote-ref-1)