

BULLYING

Hythe Cricket and Squash Club (HCSC) will not accept or condone bullying in any form and any instances will be taken very seriously.

Bullying can remain a problem to 18 years and even beyond. It can involve the coach, parents/guardians, teachers or very often their own peers.

If bullying is suspected –

1. Investigate thoroughly and sensitively.
2. Talk to the suspected bully and victim separately.
3. **Keep a record of what is said (what happened, by whom and when)**
4. Take appropriate action if necessary – this may include;
 - Apology from bully.
 - Inform parents.
 - Inform HCSC / Welfare Officer as appropriate.
 - Support to coach or victim.
 - Encourage bullies to change their behaviour.
 - Impose sanctions if necessary.
 - Follow-up meeting with victim's family re; ongoing progress if necessary.
 - **Record incident in file and in Welfare Officers record book.**
 - Inform other key club and external personnel if felt necessary and sufficiently serious.
 - Inform the relevant sport's County Officer if deemed serious and involves adults.

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Roles and responsibilities

It is not ultimately HCSC's responsibility to decide whether or not a child is being abused, BUT it IS our responsibility to act if concerned about ANY possible abuse, not only during club supervision but also if any is strongly suspected of occurring outside of the club.

If child abuse is suspected **always** inform the club's Child Protection / Welfare Officer (unless he/she is the suspected person) **first**.

In consultation with the CPO / Welfare Officer, it may then be felt necessary to inform:

5. Social Services, Police or NSPCC
6. School and / or parents where applicable
7. County welfare Officer

Discussions with the sport's confidential helpline may also be advisable before any action is taken.

REMEMBER, MAINTAINING CONFIDENTIALITY IS ESSENTIAL AT ALL TIMES – (beyond the above contacts)

HCSC Child Protection / Welfare Officer: Di Cobb - 01303 266981