

Aberaeron Sports Club

Anti-bullying Policy

Statement of Intent

ASC strives to ensure that all children, young people and adults at risk are safeguarded from abuse and have an enjoyable tennis and bowls experience. As part of this intent ASC is committed to trying to prevent any bullying at the club.

Definition of bullying

Bullying is defined as a range of abusive behaviour that is repeated and intended to hurt someone either physically or emotionally. It may include deliberate hostility and aggression towards the person who is bullied (including sarcasm, spreading rumours, persistent teasing, tormenting, ridiculing, humiliating, racial taunts, graffiti, gestures, unwanted physical contact and abusive/offensive comments of a sexual nature). It is usually perpetrated against a person who is weaker than the bully or bullies and leads to an outcome which is always painful and distressing for the bullied person.

Purpose of policy

This document sets out how to help prevent bullying from happening to all children and adults at risk. It also sets out how to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need. It also provides information to all staff, volunteers, children and their families about what should be done to prevent and deal with bullying.

Application

This policy applies to all staff, coaches and volunteers, as well as children, young people and other adults associated with ASC.

We recognise that:

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- all children and adults at risk, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.
- bullying is closely related to how we respect and recognise the value of diversity
- we have a duty of care and responsibility towards safeguarding

We want to:

- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- ensure that bullying behaviour is not tolerated or condoned
- take action to respond and deal with any reports of bullying
- encourage children to play a part in developing and adopting appropriate behaviours

We will try to make sure that our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour or the needs of others who may be affected

The response will take into account ASC's guidance on safeguarding and reporting a concern.**We will encourage individuals to:**

- speak out about bullying behaviour and report incidents of bullying behaviour they see to the Welfare Officer or other committee member
- respect everyone's need for, and right to, play in an environment that is safe and secure
- recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- show appreciation of others by acknowledging individual qualities, contributions and progress
- ensure safety by having rules and practices carefully explained and displayed for all to see

ASC will:

- let children and adults know who will listen to and support them
- create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour
- remove potential barriers to talking (including those associated with a child's disability or impairment) at the outset to enable children to speak out
- listen carefully to anyone who reports bullying and take their view seriously
- investigate reports
- support children experiencing bullying behaviour and help them play in a safe environment
- attempt to help those displaying
- try to make any sanctions are proportionate and fair

- support parents and carers by discussing and addressing their child's difficulties, consulting them on actions and providing advice and information on other support

Related policies and procedures

This policy should be read alongside other ASC policies and procedures, including:

- Safeguarding
- Equality and Diversity
- Fair Play
- Welfare Officer Role
- Reporting a concern
- Code of Conduct

Members should take action immediately by calling 999 if any child or adult is in immediate danger and following the guidance if any other safeguarding issue is suspected.

Please note additional guidance is also in place for tournaments and events as appropriate.

Useful contacts

Welfare Officer Julie Greenslade 07721-374076

Tennis Wales Safeguarding Lead Mark Vaughan Mark.vaughan@tenniswales.org.uk

LTA Safe and Inclusive Tennis Team 02084877000 safeguarding@lta.org.uk

NSPCC Helpline 0808 800 5000

Childline 0800 1111 / www.childline.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org

Ceredigion Council (Cyngor Sir Ceredigion) <https://www.ceredigion.gov.uk/resident/social-care-wellbeing/feeling-safe/worried-about-an-adult-or-child-safeguarding/>

This policy is reviewed every three years (or earlier if there is a change in national legislation or LTA/Tennis Wales/Bowls Wales advice).

Julie Greenslade (Welfare Officer) on behalf of the ASC Management Committee

Review date - 30.10.2020

Next review – October 2022

Main references:

<https://www.lta.org.uk/globalassets/about-lta/safeguarding/whats-the-score---safe-and-inclusive-tennis.pdf>

https://www.welshbowls.co.uk/images/Safeguarding/BowlsWales_Safeguarding_Policy.pdf