



## **CALNE TENNIS CLUB ANTI-BULLYING POLICY**

**It is the policy of Calne Tennis Club that bullying will not be tolerated, that measures will be put in place such that all those using the club's facilities are protected from bullying and that, were it to occur, it would be stopped as soon as possible, and appropriate support provided to all those involved.**

This policy applies to all members of staff, coaches, volunteers, members, juniors, parents, guardians, carers, and other adults who use or visit the club's facilities.

For the purposes of this Policy, bullying is defined as a range of abusive behaviour that is repeated and intended to hurt someone either physically or emotionally.

This policy describes how the club feels about bullying, what we will do to prevent its occurrence, how we will support young people, vulnerable adults, staff, and members who are at risk of, or experience, bullying and how we will deal with bullying and/or bullying behaviour if it occurs.

Calne Tennis Club will strive to ensure that all those under the age of 18 (referred to hereafter as 'juniors') and vulnerable adults, are protected from abusive behaviour and have an enjoyable tennis experience whilst on the club's premises.

This document sets out how the club will prevent bullying and, if despite the measures it was to occur, how we will ensure that it is stopped as soon as possible, and how we will ensure that those involved receive the support they need.

### **We recognise that**

- Bullying causes real distress. It can affect a person's health and development and, in the extreme, can cause significant harm.
- All juniors 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 it.

### **We will strive to keep juniors and adults at risk safe by**

- Recognising that bullying is closely related to how we respect and recognise the value of diversity.

- Recognising our duty of care and responsibility for safeguarding at the club.
- Promoting and implementing this anti-bullying policy in addition to our safeguarding policy and procedures.
- Ensuring safety by having rules and practices carefully explained and displayed for all to see.
- Ensuring that bullying behaviour is not tolerated or condoned.
- Taking action to respond and deal with any reports of bullying at the club.
- Encouraging juniors to play a part in developing and adopting appropriate behaviours.
- Making sure our response to incidents of bullying considers:
  - the needs of the person being bullied;
  - the needs of the person displaying bullying behaviour;
  - the needs of others who may be affected;
  - our club.

**Players, parents, coaches, volunteers, and other members of staff will:**

- Encourage individuals to speak out about bullying behaviour and report incidents of bullying behaviour they see to the Club’s Welfare Officer or Deputy Welfare Officer (or suitable alternative e.g., coach, event/tournament organiser etc.) who will then take appropriate action and report the matter.
- Respect every junior’s and vulnerable adult’s need for, and right, to play in an environment where safety, security, praise, recognition, and opportunity are provided and encouraged.
- Respect the feelings and views of all others.
- 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, contribution, and progress.

**Supporting juniors and vulnerable adults**

- We will let juniors and vulnerable adults know who will listen to and support them.
- We will foster an “open door” ethos where juniors and vulnerable adults feel confident to talk to an adult about bullying behaviour.
- Potential barriers to talking (including those associated with a person’s disability or impairment) will be acknowledged and addressed at the outset to enable juniors and vulnerable adults to speak out.
- All reports of bullying or bullying behaviour will be listened to, taken seriously, and investigated carefully; those who report such incidents will not be penalised in any way.
- Measures will be put in place to ensure that juniors and vulnerable adults who experience bullying behaviour at the club are supported and protected after the event.
- Those who display bullying behaviour will be supported and encouraged to develop better relationships.
- We will ensure that any sanctions appropriate after a bullying incident are proportionate, fair, and effective.

### **Supporting parents/guardians/carers**

- All incidents of bullying behaviour will be discussed with the victim's parent, guardian and/or carer.
- Parents will be consulted on action to be taken (for both victim and bully).
- Information and advice on coping with bullying will be made available.
- Support will be offered to parents, including information from other agencies or support lines including from the County and/or National LTA Safeguarding resources.

### **Related policies and procedures**

This policy should be read in conjunction with the following club policies and procedures, including:

- Safeguarding Policy
- Diversity and Inclusion Policy
- Code of Conduct
- Whistleblowing Policy
- Risk Assessment Policy

### **Useful contacts**

LTA	0208 487 7000 / <a href="mailto:safeguarding@lta.org.uk">safeguarding@lta.org.uk</a>
NSPCC Helpline	0808 800 5000
Childline	0800 1111 / <a href="http://www.childline.org.uk">www.childline.org.uk</a>
Club Welfare Officer	Claire Bielby 07752 449499 / <a href="mailto:welfare@calnetennisclub.com">welfare@calnetennisclub.com</a>

Approved: [Signed copy held on File]

Date: 10<sup>th</sup> March 2022

**Claire Bielby, Chairman**