

## PURPOSE AND SCOPE

Our anti-bullying policy sets out how we feel about bullying as a club, what we will do to tackle it and how we support those who experience or display bullying behaviour. We will strive to ensure that all children (anyone under 18) and adults have an enjoyable tennis experience.

**Bullying** is defined as a range of abusive behaviour that is repeated and intended to hurt someone either physically or emotionally.

All forms of bullying will be acted upon and everybody in the club has a responsibility to work together to stop bullying

Bullying can be both offline and online behaviour and can include;

- physical pushing, kicking, hitting
- name calling, spreading rumours, teasing, humiliation or the persistent ignoring of others
- posting online of derogatory or abusive comments videos or images of others
- unwanted physical contact, sexual comments or suggestions
- racial, homophobic, transphobic, or sexist comments, taunts, gestures.

This document sets out how to help prevent bullying from happening to all children and adults especially those deemed at risk.

It 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 provides information to all staff, volunteers, children and their families about what should be done to prevent and deal with bullying.

This policy applies to all staff, coaches, volunteers, players, parents/carers and any other individuals associated with Corsley Tennis Club.

## 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.

## WE WILL SEEK TO KEEP CHILDREN 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 towards safeguarding
- Promoting and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- Ensuring that bullying behaviour is not tolerated or condoned
- Taking action to respond and deal with any reports of bullying towards children
- Encouraging and facilitating children to play a part in developing and adopting appropriate behaviours

- Promoting the code of conduct
- Making sure our response to incidents of bullying takes into account:
  - the needs of the person being bullied
  - the needs of the person displaying bullying behaviour
  - the needs of the tennis club as a whole particularly those directly affected

### **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 or hear about to the club Welfare Officer.
- Respect every child's need for, and right to, a tennis environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others, even if you don't agree with them
- 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
- Promote good conduct by having the Corsley Tennis club code of conduct displayed courtside and on the website for all to see

### **SUPPORTING CHILDREN**

- We'll let children know who will listen to and support them
- We'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
- We'll make sure children are aware of helpline numbers by displaying them clearly on the club noticeboard
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved
- Children experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment
- Those who display bullying behaviour will be supported and encouraged to develop better relationships
- We'll make sure that any sanctions are proportionate and fair

### **SUPPORT TO THE PARENTS/CARERS**

- Parents will be able to access the anti-bullying policy on the Corsley tennis club website
- Any experience of bullying behaviour will be discussed with the child's parents or carers
- 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 through useful contact numbers
- Support will be offered to parents, including information from other agencies or support lines

## **RELATED POLICIES AND PROCEDURES**

This policy should be read alongside the Corsley Tennis club policies and procedures, including:

- Code of conduct
- Online safety and communication
- Photography and filming
- Safeguarding policy

## **USEFUL CONTACTS**

NSPCC Helpline 0808 800 5000

Childline 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

[Anti-Bullying Alliance www.antibullyingalliance.org](http://www.antibullyingalliance.org)

Corsley Tennis Club Welfare Officer ; Sue Bruce 01373 465093

This policy is reviewed every three years (or earlier if there is a change in national legislation).

Approved and adopted by Corsley Tennis Club September 2023

Please also refer to the Code of Conduct.

The Code of Conduct should be interpreted in a spirit of integrity, transparency and common sense, with the best interests of children and adults at risk as the primary consideration.