

# **ANTI BULLYING POLICY**

Version 1.00. November 2024

Next review, November 2026

## **PURPOSE AND SCOPE**

Goring Tennis Club strives to ensure that all children (anyone under 18) and adults at risk are safeguarded from abuse and 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.

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.

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

This document should be read alongside the Club's Code of Conduct and Complaints policy which can be found on our website.

## **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.

## **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 Mandy Jacklin, the Club's Welfare Officer on 07854 222103.

Report incidents of bullying behaviour they see or hear about

Respect every child's need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available.

## **SUPPORTING CHILDREN**

- 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  
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

[Not sure about the following - how will we do this?

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

We'll make sure children are aware of helpline numbers]

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

- Parents will be advised on the anti-bullying policy and practice
- 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
- Support will be offered to parents, including information from other agencies or support lines.

## **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
- 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 others who may be affected
- Goring Tennis Club as a whole

## **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)

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

Chair: Jane Cartledge

Date: November 2024

Welfare Officer: Mandy Jacklin

Date: November 2024