

Helsby Tennis Club

Anti-Bullying Policy

Anti-Bullying Policy

Helsby Tennis Club strives to ensure that all children 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, or threatened to be repeated, and intended to hurt someone either physically or emotionally, face to face or online.

This document sets out the Helsby Tennis Club policy to help prevent bullying from happening. 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.

We recognise that:

- Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- Everyone regardless of age, disability, gender assignment, race, religion or belief, sex or sexual orientation, has 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 behaviour can include:

- Physically pushing, kicking, hitting, pinching, biting etc.
- Verbal name calling, spreading rumours, teasing, humiliation, ignoring of others
- Posting of derogatory or abusive comments, videos, or images on social media
- Racial, homophobic, transphobic, sexist, religious comments, taunts or gestures
- Sexual comments, suggestions, or behaviours
- Unwanted physical contact

Helsby Tennis Club will:

- Recognise that bullying is closely related to how we respect and recognise the value of diversity
- Recognise our duty of care and responsibility towards safeguarding
- Promote and implement this anti-bullying policy in addition to our safeguarding policies and procedures
- Ensure that bullying behaviour is not tolerated or condoned
- Take action to respond and deal with any reports of bullying towards others
- Encourage children to play a part in developing and adopting appropriate behaviours
- Making sure our response to incidents considers
 - the needs of the person being bullied
 - the needs of the person displaying bullying behaviour
 - the needs of others who may be affected
- Ensure that coaches are given access to information, guidance and training on bullying

Players, parents, coaches, and volunteers will:

- Encourage individuals to speak out about bullying behaviour and report incidents to the Club Welfare Officer. By doing nothing you are condoning the behaviour
- Respect every child's need for, and right to, a play environment where safety, security, praise, recognition, and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and equal, and that our differences make each of us special and worth 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.

Supporting Children

- We will let children know who will listen to and support them
- We will create an 'open door' ethos where children feel confident to talk to an adult about bullying behaviour
- 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 will make sure children are aware of helpline numbers
- 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 in a safe environment
- Those who display bullying behaviour will be encouraged to develop better relationships
- We will ensure that any sanctions are proportionate and fair

Support to Parents/Carers

- 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 the person experiencing the behaviour and those who are displaying the behaviour)
- Information and advice on coping with bullying will be made available
- Guidance will be offered to parents, including information from other agencies or support lines

Reporting a concern

If you are being bullied, or witness bullying you should contact the welfare officer at welfare@helsbytennis.co.uk or telephone the number in the welcome pack and displayed in the clubhouse. Alternatively use the LTA Report a Concern link at www.lta.org.uk/about-us/safeguarding/

Related policies and procedures

This policy should be read alongside Helsby Tennis Club policies and procedures including:

- Safeguarding Policy
- Diversity and Inclusion Policy
- Code of Conduct
- Online Safety and Communication Policy
- Photography and Filming Policy

Useful Contacts and resources

NSPCC 0808 800 5000 www.nspcc.org.uk

Childline 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.anti-bullyingalliance.org.uk