



Llantwit Major Tennis Club

Anti-Bullying Policy

This policy is part of the suite of safeguarding policies aimed at ensuring Llantwit Major Tennis Club fulfils its responsibility to safeguard children and adults at risk of abuse. Bullying is abusive behaviour that is repeated and intended to hurt someone, either physically or emotionally. The aim of this policy is to help create a culture where bullying is not tolerated; to stop bullying should it occur; and to support those who have been bullied.

This Policy is applicable to all staff, contractors (including coaches, officials and consultants), volunteers, players and guests of Llantwit Major Tennis Club. It is consistent with the law and the requirements of the Lawn Tennis Association (LTA).

Advice, guidance and support is available from the club Welfare Officer, the Tennis Wales Safeguarding Officer, and the LTA Safeguarding Team.

Recognising 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 of abuse have the right to be protected from all types of harm/abuse
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Llantwit Major Tennis Club aims 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 the club's duty of care and everyone's responsibility for safeguarding
- Promoting and implementing this policy
- Ensuring that bullying behaviour is not tolerated or condoned

- Taking action to respond and deal with any reports of bullying
- Encouraging children to play a part in developing and adopting appropriate behaviours
- Making sure the 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.

Players, parents, coaches, volunteers and others involved with the club will:

- Encourage individuals to speak out about bullying behaviour and report incidents of bullying behaviour they see to the club's Welfare Officer and/or the tennis Wales Safeguarding Officer
- Respect every person's right to play in an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise diversity and promote inclusion
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and published for all to see.

Supporting children and adults at risk of abuse:

- Llantwit Major Tennis Club encourages people to talk about bullying behaviour
- Potential barriers to talking (including those associated with a person's disability or other protected characteristic) will be acknowledged and addressed at the outset to enable the person to speak out
- 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, the investigator listening carefully to all those involved
- Those 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 and change their behaviour
- The club will make sure that any sanctions are proportionate and fair.

Support to the parents/carers:

- Any experience of bullying behaviour will be discussed with the child's parent/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/websites.

Related policies and procedures

This policy should be read in conjunction with the following Llantwit Major Tennis Club policies:

- Safeguarding policy
- Equality and diversity policy
- Code of Conduct
- Filming, recording and publishing policy
- Whistleblowing policy.

Useful contacts

LTA <https://www.lta.org.uk/about-us/safeguarding/>

NSPCC Helpline 0808 800 5000

Childline 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org

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