



SHTC Anti Bullying Policy 2019

At SHTC we seek to ensure that all children, junior players and adults are free from harm or bullying in any form. We will be vigilant to the signs of bullying and cyber bullying and act if we observe behaviours that might reflect a child/ adult who is in distress and take the appropriate action.

If any adult at SHTC is aware of bullying in any form the Welfare Officer must be notified immediately. The Welfare Officer at SHTC is Desi Lodge Patch - 07939133079

Different types of bullying

Bullying occurs in many different forms, with varying levels of severity. It may involve:

- Physical Bullying – poking, pushing, hitting, kicking, beating up
- Verbal Bullying – yelling, taunting, name-calling, insulting, threatening to harm
- Relational Bullying – involves damaging someone’s relationships or social status, e.g. excluding someone or spreading rumours
- Cyber bullying – sending hurtful messages or images over the internet or mobile phones

The use of ‘banter’

The term banter is often used as an excuse for unacceptable behaviour, language and bullying. In sport, there is a general view that banter can help develop a competitive edge or mental toughness however this could be detrimental to young person if left to continue.

Clubs should recognise that just because a person doesn’t intend their comments or behaviours to be bullying, it does not mean it cannot be received as that. Clubs also have a responsibility to ask their junior members how they are and checking in to see how they feel. This helps to create an open environment and culture.

At SHTC the coaches monitor our young players during their coaching, their coaching groups, match plays and competitions and will immediately report any concerns to the Welfare Officer.

Adult members also monitor young players when they observe them on and off the courts and can report any concerns to the attention of the Welfare Officer.

Parents monitor young players when they are spectating and can report any concerns directly to the Welfare Officer.

All adults on and off the courts should be aware of bullying and report any concerns to the Welfare Officer.

Cyber bullying

Cyber bullying can happen to anyone at any time. It has been well documented that cyber bullying has resulted in tragic events including suicide and self-harm. Some signs and indicators of cyber bullying include children:

- not wanting to communicate with tennis on social media
- seeming nervous or jumpy when an instant message, text message or email appears
- avoiding school, training or socialising in general
- being angry, depressed, or frustrated during or after using their mobile or computer
- becoming withdrawn from friends and family members

If a club becomes aware or suspects that a child is being cyber bullied, it is important to take steps to address this. SHTC will contact the parents in the first instance to let them know about the concerns.

How to spot bullying

- missing or damaged possessions
- not wanting to go to tennis training
- becoming ill before training
- becoming withdrawn
- stealing
- self-harms
- not wanting to travel independently
- loss of appetite
- tiredness
- bullying others
- runs away
- physical injuries

What to do if bullying is observed or there is a concern.

- Reassure the young person or adult
- Report to the Welfare Officer
- Welfare officer reports to parents of a child or holds a meeting with the adults involved if appropriate
- The Welfare Officer and another committee member meets with the victim and parents to record the issues, discuss the anti-bullying policy, actions to be taken and informs relevant individuals
- Welfare officer may consult with the police or the LTA
- Disciplinary procedures are followed, and a concern form is sent to the LTA
- Situation continues to be monitored.

It is important that throughout this process, on-going support, including information about external agencies and helplines, should be offered to the victim, bully and their parent/carer.

Bullying UK helpline - 0808 800 222