

STRADBROKE TENNIS CLUB

Anti-bullying Policy

November 2023

ANTI-BULLYING POLICY

Stradbroke Tennis Club (Suffolk LTA) 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 happening to all children and adults at risk. It also sets out how to make sure bullying is stopped as soon as possible and if it does happen, 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 and other adults associated with the 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 people 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 children to play a part in developing and adopting appropriate behaviours.

Making sure our response to incidences of bullying taking 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.

Our Club as a whole.

Players, parents, coaches, volunteers and other members of staff will:-

Encourage individuals to speak out about bullying behaviour and report incidents of bullying to the Club Welfare Office/County Safeguarding Officer.

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

Respecting the feelings and views of others.

Recognise that everyone is important and equal and that our differences make us special and worthy of being valued.

Show appreciation of others by acknowledging individual qualities and contributions and progress.

Ensure safety by having rules and practices carefully explained and displayed for all to see.

Supporting children

Will let children know who to listen to and support them.

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.

Anyone who reports an incident of bullying will be listened to carefully and all 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 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 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.

Useful contacts

LTA 02084877000 / safeguarding@lta.org.uk

NSPCC Helpline 0808 800 5000

Childline 0800 111 / www.childline.org.uk

Kidscape ww.kidcape.org.uk

Anti-bullying Alliance www.antibullyingallianc.org

Whistleblowing help line should be contacted on 0800 028 0285/ help@nspcc.org.uk

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

Welfare officer

Andrew Hall



4/11/23

STRADBROKE TENNIS CLUB

Whistleblowing Policy/Reporting a Concern

November 2023

Whistleblowing

Safeguarding children and adults at risk requires everyone to be committed to the highest possible standards of openness, integrity and accountability. As a Club we are committed to encouraging and maintaining a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously.

What is whistleblowing?

In the context of safeguarding, "whistleblowing" is when someone raises a concern about the wellbeing of a child or an adult at risk.

A whistleblower may be:-

A player, a volunteer, a coach, other member of staff, an official, a parent or a member of the public.

How to raise a concern about a child or adult at risk while attending a Club organised event:-

If a child or an adult at risk is in immediate danger or risk of harm, the police should be contacted by calling 999.

Where a child or adult at risk is not in immediate danger, any concerns about their wellbeing should be made without delay to the County Administrator at Suffolk LTA. The County administrator will pass the details of the concern onto the County Safeguarding Officer or failing that, the LTA Safeguarding Team at the earliest opportunity and the relevant local authority and the police will be contacted where appropriate.

If, however, the whistleblower does not feel comfortable raising a concern with the County Administrator, the whistleblower should contact the LTA Safeguarding Team using the online form which can be found on the LTA website or they can call the LTA Safeguarding Team directly on 020 8487 7000. The Local Authority Designated Officer which is (LADO) or the NSPCC on 0808 800 5000.

Information to include when raising a concern:-

The whistleblower should provide as much information as possible regarding the incident or circumstances which has given rise to the concern including:-

Their name and contact details (unless they wish to remain anonymous).

Names of individuals involved.

Date, time and location of incident/circumstances and

Whether any witnesses were present.

What happens next:-

All concerns raised by the whistleblower about the wellbeing of a child or an adult at risk will be taken seriously and every effort will be made to deal with each concern fairly, quickly and proportionately.

If the whistleblower does not believe the concern has been dealt with appropriately and wishes to speak to someone outside the Club, or the LTA Safeguarding Team, the NSPCC Whistleblowing advice line should be contacted on 0800 028 0285 or by email help@NSPCC.org.uk.

Support:-

Stradbroke Tennis Club will not tolerate any harassment, victimisation or unfair treatment of, and will take appropriate action to protect, whistleblowers when they raise a concern in good faith.

Useful contacts

LTA 02084877000 / safeguarding@lta.org.uk

NSPCC Helpline 0808 800 5000

Childline 0800 111 / www.childline.org.uk

Kidscape ww.kidcape.org.uk

Anti-bullying Alliance www.antibullyingallianc.org

Whistleblowing help line should be contacted on 0800 028 0285/ help@nspcc.org.uk

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Welfare officer

Andrew Hall



4/11/23

LTA PHOTOGRAPHY AND FILMING POLICY

The Lawn Tennis Association Limited (the **LTA**) strives to ensure that all children, young people and adults at risk are safeguarded from abuse and have an enjoyable tennis experience.

This document sets out the policy of the LTA for the capture and use of photographic, video or other images at the tennis competitions and tournaments run by the LTA (LTA Staged). For the avoidance of doubt, these guidelines also apply to live broadcasts on social media or other platforms.

The LTA is keen to promote positive images of individuals playing tennis and is not preventing the use of photographic or videoing equipment. However, please be aware that some people may use sporting events as an opportunity to take inappropriate photographs or film footage.

In addition, this document sets out some guidelines for other tennis venues and organisations running tennis competitions on behalf of the LTA (LTA Approved).

LTA STAGED COMPETITIONS

LTA Staged Competitions refers to all tennis competitions and tournaments that are organised and delivered by the LTA (excluding the Fever-Tree Championships, the Nature Valley Classic, the Nature Valley Open, the Nature Valley International and the series of events known as the Trophy Series). Examples of LTA Staged Competitions include:

- LTA Junior Internationals
- LTA Pro Series
- LTA National Junior Championships
- LTA National League Finals
- Winter Regional Tour
- Quorn Family Tennis Cup Festival Days
- County Cup

Official photography and filming at all LTA Staged Competitions may only be carried out by an LTA approved photographer or videographer who should be clearly identifiable. The LTA advises that individuals are informed in advance where official photography and filming will be taking place (usually via the Online Tournament Entry Terms and Conditions). Consent may be required in accordance with the data protection provisions detailed on page 3.

No other professional photography or filming shall be permitted onsite at LTA Staged Competitions, except in the following circumstances:

- 1) the images are captured with the express permission of:
 - a) the relevant player(s); or
 - b) where the player is under 18 years old, the images are captured by the parent or legal guardian of the player or with the express permission of the parent or legal guardian of the relevant player(s); and

consent is obtained from that individual or their parent/guardian to the capture and publication of such images in accordance with the data protection requirements outlined on page 3.

In the event that a player wishes to enter into a private arrangement with a commercial photographer or videographer, the photographer or videographer must have the express consent of that player (or their parent or legal guardian where the player is under 18 years old) and the LTA recommends that tennis venues and organisations make any such photographer/videographer aware that they should be notifying the Competition Director of their attendance at the competition.

Individuals must not hold themselves out to be official LTA photographers unless they have been appointed to such a position by the LTA, this appointment having been explicitly confirmed in writing.

The LTA advises that if a competition or tournament wishes to have an official competition photographer they must follow the safe recruitment process which is available on the [LTA Website](#). The LTA advises that the photographer should not be seen as having an official association with the competition unless you have followed a safe recruitment process. For example you should not provide a photographer with a desk in your competition office / clubhouse unless you have followed a safe recruitment process.

The LTA recommends that the venue provides a sign informing players/spectators if an official competition photographer is present.

Where any player, their parent or a coach requests to film their match for video analysis purposes, the following must be adhered to:

- 1) the images are captured with the express permission of:
 - a) the relevant player(s); or
 - b) where the player is under 18 years old, the images are captured by the parent or legal guardian of the player or with the express permission of the parent, legal guardian or team captain (having obtained the parent/ legal guardian's permission) of the relevant player(s); and
- 2) the player, parent or coach has notified the Competition Director and/or Referee of the LTA Approved Competition before the start of the match, and has obtained the relevant permissions.

IMAGE AND VIDEO CONTENT

All individuals featured in photographs or film captured must be:

- Appropriately dressed with clothing covering their torso from their neck to their thighs (e.g. a t-shirt and shorts or skirt). Images of individuals in a state of undress, such as whilst they are changing before or after a match should not be captured or shared in any circumstance;
- Featured with people engaging in tennis;
- In groups with other children or adults where possible; and
- Representative of diversity across tennis with regard to age, gender, ethnicity and disability.

When publishing images in publicity material, online, in print and/or on social media the LTA advises thought to be given to the selection of images used. It is advisable not to use the full name

Useful contacts

LTA 02084877000 / safeguarding@lta.org.uk

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