



**Witney Lawn Tennis Club**  
**Burford Road, Witney, Oxfordshire**

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# Witney Tennis Club Anti-Bullying policy

Our anti-bullying policy sets out how we feel about bullying as a club, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

## Bullying

- all forms of bullying will be acted upon
- everybody in the club or organisation has a responsibility to work together to stop bullying
- bullying can include online as well as offline behaviour
- bullying behaviour can include:
  - physically pushing, kicking, hitting, pinching etc.
  - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
  - posting of derogatory or abusive comments, videos or images on social media
  - racial, homophobic, transphobic or sexist comments, taunts or gestures
  - sexual comments, suggestions or behaviour
  - unwanted physical contact

## Our club will:

- recognise its duty of care and responsibility to safeguard all players from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- ensure that bullying behaviour is not tolerated or condoned
- require all members of the club/organisation to sign up this policy
- take action to investigate and respond to any reports of bullying from children and young people
- encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour
- ensure that coaches are given access to information, guidance and training on bullying

## Each participant, coach, volunteer or official will:

- encourage individuals to speak out about bullying 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 worthy 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
  - report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour
- Supporting children
- 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
  - 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'll 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 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 sanctions are proportionate and fair
  - Support to the parents/guardians
  - parents or guardians will be advised on the club's bullying policy and practice
  - any experience of bullying behaviour will be discussed with the child's parents or guardians
  - parents will be consulted on action to be taken (for both victim and bully) and we'll agree on these actions together
  - 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**

**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)**

**Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)**