

# Westfields 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, young people and vulnerable adults who experience or display bullying behaviour.

### **Bullying**

- All forms of bullying will be acted upon
- Everybody in the club 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 to sign up this policy
- Take action to investigate and respond to any reports of bullying from children, young people and vulnerable adults
- Encourage and facilitate children, young people and vulnerable adults 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 and vulnerable adults**

- We'll let children and vulnerable adults know who will listen to and support them
- We'll create an "open door" ethos where children and vulnerable adults 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 or vulnerable adult's disability or impairment) will be acknowledged and addressed at the outset to enable children and vulnerable adults to speak out
- We'll make sure children and vulnerable adults 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 and vulnerable adults 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