

## **Pen-y-ffordd 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 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

### **Pen-y-ffordd tennis 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
- 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 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 a 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 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 clubs 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)