

Histon Tennis Club Anti-Bullying Policy

Histon Tennis Club strives to ensure that all staff, members, volunteers, coaches and others associated with or in contact with the Club can 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.

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 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 other 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 incidents of bullying takes into account:
 - o the needs of the person being bullied
 - o the needs of the person displaying bullying behaviour
 - o the needs of others who may be affected
 - o 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 behaviour to the Welfare 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.
- Respect the feelings and views of others.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.
- Display rules and practices for all to see.

We will do the following to prevent and respond to bullying:

- 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.
- Potential barriers to talking (including those associated with 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 reports will be taken seriously.
- Any reported experience of bullying behaviour will be investigated.
- Children experiencing bullying behaviour will be supported and enabled to play in a safe environment.
- Those who display bullying behaviour will be supported to develop better relationships.
- We'll make sure that any sanctions are proportionate and fair.
- Any experience of bullying behaviour will be discussed with the child's parents or Carers, who will be consulted on action to be taken (for both victim and bully).