Team Bath Tennis - Anti-Bullying Policy

Team Bath Tennis anti-bullying policy sets out how we feel about bullying as a venue, what we will do to tackle it and how we will 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 (cyberbullying) as well as offline behaviour and can include (but not limited to):

– 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 and unwanted physical contact

Team Bath Tennis 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 through training, workshops, welcome packs, handbooks and quarterly newsletters.
- Ensure that bullying behaviour is not tolerated or condoned
- Require all users of the venue to sign up to this policy
- Take action to investigate and respond to any reports of bullying from children and young people
- Ensure that coaches are given access to information, guidance and training on bullying

Each user, player, parent, coach 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 through our welcome packs
- Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour. Please report in the first instance to the Welfare Officer, Juliet Dormer jgh21@bath.ac.uk

Supporting Children

- We will let children know who will listen and support them
- We will 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 will 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
- 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 sanctions are proportionate and fair which may include temporary and permanent suspension from the venue.

Support to the Parents / Guardians

- Parents or guardians will be advised on the club 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 (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:

Team Bath Tennis Welfare Officer / Juliet Dormer jgh21@bath.ac.uk
DSDR Safeguarding Lead/ Greg Sharp adsgas@bath.ac.uk

NSPCC Helpline / 0808 800 5000

Childline / 0800 1111 / www.childline.org.uk

Anti-Bullying Alliance / www.antibullyingalliance.org

Policy Updated: May 2024

Next Update: October 2026