Kent Tennis

Anti-bullying Policy

Version: 2.0
Date: 15 June 2023 (with update 1 July 2024)
Next review: June 2026

This policy will be reviewed following the completion of the LTA review of Safeguarding.

TENNIS FOR BRITAIN

ANTI-BULLYING POLICY

PURPOSE AND SCOPE

Kent Tennis strives to ensure that all children (anyone under 18) and adults at risk are safeguarded from abuse and 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.

This document sets out how to help prevent bullying from happening to all children and adults at risk. It also sets out how to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need. It also provides information to all staff, volunteers, children and their families about what should be done to prevent and deal with bullying.

This policy applies to all staff, coaches, volunteers, players, parents/carers and any other individuals associated with Kent Tennis.

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 CHILDREN AND ADULTS AT RISK 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 our 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 and facilitating children to play a part in developing and adopting appropriate behaviours
- Promoting a code of conduct for behaviour
- Employing safe recruitment practices
- Making sure our response to incidents of bullying takes into account:
    - the needs of the person being bullied
    - the needs of the person displaying bullying behaviour
    - the needs of others who may be affected
    - our county 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 they see to the County Safeguarding Officer (or suitable alternative county representative, e.g. county coach, tournament organiser etc).
- 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 or hear about

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
- 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 any sanctions are proportionate and fair

SUPPORT TO THE PARENTS/CARERS/LEGAL GUARDIANS

- Parents will be advised on the anti-bullying policy and practice
- Any experience of bullying behaviour will be discussed with the child's parents or carers or legal guardians
- Parents will be consulted on action to be taken (for 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

RELATED POLICIES AND PROCEDURES

This policy should be read alongside our county policies and procedures, including:

- Safeguarding policy
- Diversity and inclusion policy
- Code of conduct for staff and volunteers
- Online safety and communication policy
- Photography and filming policy

USEFUL CONTACTS

NSPCC Helpline 0808 800 5000
Childline 0800 1111 / www.childline.org.uk
Kidscape www.kidscape.org.uk

This policy is reviewed every three years (or earlier if there is a change in national legislation).

This Policy is recommended for approval by:

Kent Tennis County Safeguarding Officer, Janice White

Approved at Kent Tennis Board of Management meeting on 11 September 2023

Malcolm Smith, Chair, Kent Tennis

Luke House, County Safeguarding Board member

This Policy was updated with change of County Safeguarding Officer Jane Parish on 1 July 2024

Updated and approved by Kent Tennis CIO Board of Trustees 1 July 2024