

Clarkston Bowling & Tennis Club - Tennis Section

Anti-Bullying Policy



Sometimes bullying can happen in a tennis environment or online through social media. Any child, young person or adult can be subject to the abuse or be a bully.

Clarkston LTC (the Tennis Section of Clarkston Bowling & Tennis Club) is committed to providing a caring, friendly and safe environment for all our members so they can play tennis in a relaxed and secure atmosphere. Bullying of any kind (including that which occurs online) is not acceptable. We take any concerns or reports about bullying extremely seriously.

If bullying does occur, you should contact our Welfare Officer whose contact details can be found on the notice board, or use the Complaints Process to report your concerns as soon as possible. We will support those who have been subject to bullying and seek to address the issue sensitively and quickly. In some situations, we may take disciplinary action against any person found to be a bully.

Principles

- It is the responsibility of every adult working in the Club whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on, the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Social/cyber taunts via FaceBook, Twitter and Instagram

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Children and young people have described bullying as:

- being called names
- being teased
- being hit, pushed, pulled, pinched, or kicked
- having their bag, mobile or other possessions taken
- receiving abusive text messages
- being forced to hand over money
- being forced to do things they do not want to do
- being ignored or left out
- being attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin

Other signs and symptoms:

- doesn't want to attend training or club activities
- changes to their usual routine
- begins being disruptive during sessions
- becomes withdrawn anxious, or lacking in confidence
- comes home with clothes torn or kit damaged
- has possessions go "missing"
- becomes aggressive, disruptive or unreasonable
- starts stammering

- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong

These signs and behaviour may not constitute bullying and be symptoms of other problems. Club professionals and volunteers need to be aware of these possible signs and report any concerns to the Welfare Officer.

Objectives of the Policy

- All players, committee members, professionals, volunteers and parents should have an understanding of what bullying is and what they should do if bullying arises.
- Everyone should know what Clarkston LTC's policy is on bullying, and follow the defined procedures should bullying be reported.
- Bullying will not be tolerated. Full support will be given by Clarkston LTC to any victim of bullying.

Procedures and Management of Bullying

1. Report bullying incidents to the Club's Welfare Officer who will record (using the appropriate incident form), or call the LTA Safeguarding Team.
2. In cases of serious bullying, the Club should contact the LTA for advice.
3. Parents may be informed and will be asked to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. The bullying behaviour or threats of bullying will be investigated and intervention made to stop the bullying as quickly as possible.
6. An attempt will be made to help the bully (bullies) change their behaviour and disciplinary action will also be considered where there have been serious acts of misconduct or the bully does not change their behaviour.
7. If the situation is not or cannot be resolved through mediation, training or mentoring, refer back to the Tennis Captain who will manage the incident in line with Disciplinary Regulations.

Implementing Clarkston LTC's Anti-Bullying Policy

Raise Awareness

- Raise awareness with all Club members
- Ensure all young players know they can talk to someone if they are worried
- Ensure that parents have access to a copy of the policy
- Ensure that the Code of Conduct clearly states that behaviour which constitutes bullying will not be accepted
- Ensure all relevant professionals and volunteers have signed up to the Code of Conduct
- Ensure the policy is accessible to members and players
- Identify any training needs within the Club and provide support opportunities

Implementation

Clarkston LTC will review, monitor and evaluate:

- Take lessons learnt from incidents and re-evaluate the policy as required
- Ensure members, players, professionals, volunteers and parents are kept up to date with any changes
- Invite feedback from players, parents, professionals, Club members and volunteers about the policy and its impact

References

If you require help or support you can contact: LTA Safeguarding: 0208 487 7116/7056, ChildLine 0800 1111, NSPCC 0808 800 5000, KIDSCAPE Helpline for parents/carers of bullied children 020 7730 3300.