

Anti-bullying Policy



This policy sets out how Tennis Scotland feels about bullying, how it will be tackled and how children and young people who experience or display bullying behaviour are supported. It also offers guidance in the section "Good Practice for Venues" (taken from LTA What's the Score Toolkit) on how clubs and venues can approach this subject.

Bullying

Bullying is both behaviour and impact; what someone does and the impact it has on the other person's capacity to feel in control of themselves. This is referred to as their sense of 'agency'. Bullying takes place in the context of relationships. It is behaviour that can make people feel hurt, threatened, frightened and left out and it can happen face to face and online (*respectme 2015*).

Bullying behaviour can harm people physically or emotionally and, although the actual behaviour might not be repeated, the threat that it might can be sustained over time, typically by actions: looks, messages, confrontations, physical interventions, or the fear of these. This behaviour can include:

Being called names, teased, put down or threatened face to face and/or online

-) Being hit, tripped, pushed or kicked
-) Having belongings taken or damaged
-) Being ignored, left out or having rumours spread about you (face to face and/or online)
-) Sending abusive messages, pictures or images on social media, online gaming platforms or phone
-) Behaviour which makes people feel like they are not in control of themselves or their lives
-) Being targeted because of who you are or who you are perceived to be (face to face and/or online)

It's every child's right not to be bullied. Children's rights are unique in that many of them, although designed for the safety and protection of children, have to be provided for by adults and the government. Although children and young people are covered under the Human Rights Act 1998, their rights are more clearly specified under the UN Convention on the Rights of the Child (UNCRC).

Tennis Scotland will

-) Recognise its duty to care and responsibility to safeguard all participants and athletes from harm.
-) Promote and implement this anti-bullying policy in addition to our Safeguarding Policies and Procedures.
-) Ensure that bullying behaviour is not tolerated or condoned.
-) Require all members of Tennis Scotland to sign up to this policy.
-) 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 during Tennis Scotland run activities.
-) Ensure that coaches are given access to information, guidance and training on bullying.

Tennis Scotland expects each participant/player, coach, volunteer and official in Tennis to

-) Encourage individuals to speak out about bullying behaviour.
-) Respect every child's need for, and right to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available.

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-) 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 the 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 uphold their right to play tennis in a safe environment.
- Those who display bullying behaviour will be 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 able to view the Tennis Scotland anti-bullying policy and practice on the Tennis Scotland website
-) 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 the person experiencing bullying behaviour and the person displaying bullying behaviour) and we'll agree on these actions together
-) Information and advice on coping with bullying will be made available via the Tennis Scotland website
-) Guidance will be offered to parents, including information from other agencies or support lines via the Tennis Scotland website

Reporting a concern

If you are being bullied or witness bullying you can speak to your venue Welfare Officer, Tennis Scotland, or report it using the LTA Online Report a Concern platform – this is on the [LTA website Safeguarding page](#). See also the Responding to Bullying flowchart in the Good Practice section.

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Good practice for venues

In line with the Tennis Scotland anti-bullying policy it is important that Tennis venues adopt a zero tolerance approach to bullying. The following guidance is taken from the “What’s the Score Toolkit” which offers valuable guidance on this and many other safeguarding topics. This can be downloaded from the LTA website – Safeguarding page.

How can tennis venues prevent bullying?

Tennis venues are ideal places for role-modelling positive behaviour and promoting a zero tolerance approach to bullying. All tennis members, coaches, staff and volunteers are well placed to identify when someone may be experiencing bullying.

Everyone should:

-) Follow the club’s Safe and Inclusive Code of Conduct
-) Ensure everyone is able to participate and have fun
-) Report any concerns they have about themselves or someone else
-) Actively promote a safe and inclusive tennis environment and a zero tolerance approach to bullying.

This checklist will help your venue to ensure anti-bullying measures are in place:

	A clear anti-bullying statement explicitly covering all visible and non-visible differences, including protected characteristics (see definitions - page 23). It is promoted to all members via: anti-bullying posters and information, training, newsletters, notice boards and your venue’s website.
	A fair and consistent process exists for dealing with all bullying incidents.
	Children and parents/carers are given opportunities to give their views on your venue’s anti-bullying practices.
	All members, coaches, staff and volunteers sign up to your venue’s Safe and Inclusive Code of Conduct as part of their membership, committing to help develop a safe and inclusive club.
	Everyone in the venue knows who the Welfare Officer is and how to report bullying.
	Optional: children help to create a child-friendly Code of Conduct and anti-bullying commitment..

The following signs may indicate that bullying is happening in a tennis venue if someone:

) <i>Has their possessions go missing or damaged</i>) <i>Stops eating or sleeping</i>
) <i>Is unwilling to go to the tennis venue</i>) <i>Begins to bully others</i>
) <i>Feels ill before coaching sessions or camps</i>) <i>Refuses to say what’s wrong, or gives improbable reasons for their behaviour</i>
) <i>Becomes withdrawn, nervous or lacking in confidence</i>) <i>Is physically injured</i>
) <i>Shows a change in performance</i>) <i>Has nightmares</i>
) <i>Asks for or steals money (to pay the bully)</i>) <i>Runs away from home</i>
) <i>Self-harms, attempts or threatens suicide</i>) <i>Changes their personality or appearance</i>
) <i>Is afraid of travelling to the tennis venue alone</i>	

Conversations with those involved

The victim:

Bullying can happen to anyone. The victim may be feeling that it is their fault, upset, angry, isolated, lacking in confidence and frightened about the consequences of telling anyone about what has happened to them. If the victim has felt able to talk to someone, they should be reassured that they will be listened to and their concerns addressed in a sensitive manner and appropriate action will be taken.

The bully or bullies:

Bullies can be children or adults. Someone may bully because they like the feeling of power; expect everyone around them to do as they say or want others to think they are in control; do not fit in or feel insecure; or have been bullied themselves. They may be feeling concerned, angry, defensive or disbelieving. It is important to ask for their account of what happened so you have a good understanding from everyone involved. However, whatever the reasons for bullying, venues should adopt a zero tolerance approach to bullying.

The bystander(s):

May be feeling scared of repercussions or not wanting to get involved. It is important to get accounts of what happened from everyone who witnessed any incident of bullying. Research by OFSTED showed that 26% of children said they would watch someone getting bullied but say nothing; 40% stated they would stay for the excitement. Reassure bystanders that speaking out is the right thing to do and that it will enable your venue to take appropriate steps to prevent future bullying.

The 'don't care' team:

May be feeling ambivalent and that bullying is a fact of life or nothing to do with them. Raise awareness with all venue members about the importance of your anti-bullying policy or statement and zero tolerance approach to bullying.

For More information

<http://respectme.org.uk/>

respectme, Scotland's anti-bullying service, was launched in March 2007. The service is fully funded by the Scottish Government and is managed by SAMH (Scottish Association for Mental Health) in partnership with LGBT Youth Scotland. Their vision is of a respecting, just, equal and inclusive Scotland in which all children and young people can live free from bullying and harassment and are encouraged to reach their full potential. Their website contains good resources including posters and cards for your venue.

Other organisations include

www.beatbullying.org.uk

www.bullying.co.uk

www.childline.org.uk

www.kidscape.org.uk

www.antibullyingalliance.org