



ANTI-BULLYING POLICY

1. Policy Statement

HIOWT strives to ensure that all children (anyone under 18) and adults at risk are safeguarded from abuse and have an enjoyable tennis experience. It applies to all staff, coaches, volunteers and other adults associated with HIOWT.

2. Introduction

This document sets out:

- How to help prevent bullying from happening to all children and adults at risk.
- How to make sure bullying is stopped as soon as possible if it does happen, and that those involved receive the support they need.
- To provide information to all staff, volunteers, children and their families about what should be done to prevent and deal with bullying.

3. Definition of Bullying

Bullying is defined as a range of abusive behaviour that is repeated and intended to hurt someone either physically or emotionally.

4. The Safety Environment

HIOWT recognises 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.

5. Keeping Children and Adults Safe

HIOWT will seek to keep children and adults 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 to, 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:
 - the needs of the person being bullied.
 - the needs of the person displaying bullying behaviour.
 - the needs of others who may be affected.
 - HIOWT as a whole.

6. Responsibilities of Players, Parents, Coaches, Volunteers and Other Members of Staff

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.

7. HIOWT Support to Children

HIOWT will support children by:

- Letting children know who will listen to and support them.
- Creating an "open door" ethos where children feel confident to talk to an adult about bullying behaviour.
- Acknowledging that there are potential barriers to talking (including those associated with a child's disability or impairment) and that these will be addressed at the outset to enable children to speak out.
- Listening carefully to anyone who reports an incident of bullying and that reports will be taken seriously.
- Investigating any reported experience of bullying behaviour which will involve listening carefully to all those involved.
- Supporting children experiencing bullying behaviour, and helping to uphold their right to play and live in a safe environment.
- Supporting those who display bullying behaviour, and encouraging them to develop better relationships.
- Ensuring that any sanctions are proportionate and fair.



8. HIOWT Support to Parents and Carers

HIOWT will support parents and carers by:

- Discussing any experience of bullying behaviour with the child's parents or carers.
- Consulting with parents or carers on any action to be taken (for both victim and bully).
- Providing information and advice on coping with bullying.
- Offering to support parents and carers, including providing information from other agencies or support lines.

9. Related policies and procedures

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

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

10. Review of the Anti-Bullying Policy

The Anti-Bullying Policy should be reviewed and, if necessary, revised in the light of legislative, codes of practice or organisational changes.

As a minimum, the Anti-Bullying Policy will be reviewed and approved annually by the Trustees.

11. Useful Contacts

LTA 02084877000 / safeguarding@lta.org.uk

NSPCC Helpline 0808 800 5000

Childline 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org



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Name – Lois Nash

Role – Chair

Date – 6th January 2023

Approved Version History

Ser	Version	Date	Chair	Welfare/Safeguarding Officer
1	1.0	6 th January 2023	Lois Nash	Jenny Sayer