

**Totally Tennis Anti-Bullying Policy**

Totally Tennis works with children and adults as part of its tennis activities. Our anti-bullying policy sets out how we feel about bullying as a club or organisation, what we’ll do to tackle it and how we’ll support children and young people who experience or display bullying behaviour.

The purpose of this policy statement is:

* to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
* 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 we should all do to prevent and deal with bullying.

We believe that:

* children and young people should never experience abuse of any kind
* we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

 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, 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 prevent bullying by:

* developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities

**Bullying**

1. all forms of bullying will be acted upon
2. everybody in the club or organisation has a responsibility to work together to stop bullying
3. bullying can include online as well as offline behaviour
4. bullying behaviour can include:
* 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
* unwanted physical contact

**Totally Tennis will:**

1. recognise its duty of care and responsibility to safeguard all players from harm
2. promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
3. ensure that bullying behaviour is not tolerated or condoned
4. require all members of the club/organisation to sign up to this policy
5. take action to investigate and respond to any reports of bullying from children and young people
6. encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour
7. ensure that coaches are given access to information, guidance and training on bullying Each participant, coach, volunteer 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 and displayed for all to see
* report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

This policy statement applies to anyone working on behalf of Totally Tennis including coaches, administration staff & volunteers.

A separate documents sets out our Code of Conduct for Children, Young People and Adults