



Muswell Hill Methodist Lawn Tennis Club Anti-Bullying Policy

1. Policy statement

MHMLTC 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 how we seek to 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 and other adults and members associated with the Club. This policy is reviewed every two years (or earlier if there is a change in national legislation).

2. Policy

The Club 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.

The Club will seek to keep children and adults at risk safe from bullying 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 implementing 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 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
 - our club as a whole.

Players, parents, coaches, volunteers and other members of staff are expected to:

- encourage individuals to speak out about bullying behaviour and report incidents of bullying behaviour they see to the Club's Welfare Officers
- 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.

The Club 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
- removing any potential barriers to talking (including those associated with a child’s disability or impairment) by acknowledging and addressing these at the outset to enable children to speak out
- ensuring that anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- supporting children or vulnerable adults experiencing bullying behaviour and assisting them to uphold their right to play and live in a safe environment
- addressing those who display bullying behaviour and supporting them to develop better relationships
- ensuring that any sanctions are proportionate and fair.

The Club will support parents/carers by:

- discussing any experience of bullying behaviour with the individual’s parents or carers
- consulting parents or carers on action to be taken (for both victim and bully)
- making available information and advice on coping with bullying, including information from other agencies or support lines.

3. Related policies and procedures

This policy should be read alongside the Club’s other policies and procedures, including:

- Safeguarding policy, which includes codes of conduct
- Diversity and inclusion policy
- Online safety and communication policy
- Photography and filming policy

4. Useful contacts

LTA: 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