

Tennis & Rackets Association Limited

Anti-Bullying Policy

Applicable to:	Anyone who administers or plays the games of Real Tennis and Rackets in the UK
Date of Origination:	March 2016
Effective From:	May 2016
Lead Officer:	Chief Executive Officer
Status:	Pending Approval
Approved by the Board of Directors on: 10 May 2016	
For Review (Annually):	May 2017

Tennis & Rackets Association Anti-Bullying Statement

Principles

- Bullying of any kind is not acceptable within any Club providing playing opportunities for children, young people and vulnerable adults
- The T&RA and its Clubs have a *TELLING* culture and anyone who knows that bullying is happening is expected to tell their Child Protection Officer
- Any incident of bullying which occurs will be taken seriously, responded to promptly, and procedures followed to resolve the situation
- All concerns will be taken seriously and managed accordingly within the Safeguarding and Protecting Young People in Real Tennis and Rackets Policies and Procedures
- The T&RA have a moral and legal obligation to ensure that, when given responsibility for young people, professionals and volunteers provide them with the highest possible standard of care.
- Anyone who administers or plays the games of Real Tennis and Rackets has a responsibility and failure to comply may lead to disciplinary action
- It is the responsibility of every adult working in Real Tennis and Rackets whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment
- It is recognised that any procedure is only as effective as the ability and skill of those who operate it. The T&RA are committed therefore to the effective recruitment, and appropriate training for all professionals, volunteers and club members. This will enable them to work together with parents/carers and other organisations to ensure that the needs and the welfare of young people remain paramount.

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 and tormenting (e.g. hiding kit, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti and gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on, the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours and 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/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 Club's Child Protection 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 the T&RA and club policy is on bullying, and follow the defined procedures should bullying be reported.
- Bullying will not be tolerated. Full support will be given by the T&RA and the club to any victim of bullying.

Procedures and Management of Bullying

- 1 Report bullying incidents to the Child Protection Officer who will record (using the T&RA incident form). *If the incident is an adult bullying a young person or the incident is a young person bullying a young person the incident must be reported to the Child Protection Officer*
- 2 Parents may be informed and will be asked to discuss the problem
- 3 The bullying behaviour or threats of bullying will be investigated and intervention made to stop the bullying as quickly as possible
- 4 An attempt will be made to help the bully (bullies) change their behaviour

- 5 If the situation is not or cannot be resolved through mediation, training or mentoring, refer back to the T&RA's National Designated Officer who will manage the incident in line with Disciplinary Regulations. If necessary and appropriate, police will be consulted.

Implementing the T&RA Anti-Bullying Policy

Raise Awareness

- Raise awareness with all members and players within the sport
 - Place posters on club notice boards
 - 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
 - Encourage clubs to adopt the policy within the club constitution
 - 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 the code of conduct
 - Ensure the policy is accessible to members and players
- Establish a working party to support the ongoing development and implementation of the policy
- Identify any training needs within Real Tennis and Rackets and provide support opportunities

Implementation

The T&RA will Review, Monitor and Evaluate

- Ensure that the working group meets to review how the communication of the policy has been managed, has it made a difference
- Work with the Clubs to take lessons learnt from incidents and re-evaluate the policy as required
- Maintain an ongoing poster campaign
- 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

KIDSCAPE Anti-Bullying Policy for Schools – Some Guidelines

If you require help or support you can contact:

KIDSCAPE Helpline for parents/carers of bullied children 020 7730 3300
ChildLine 0800 1111
NSPCC 0808 800 5000