



CIYMS JUNIOR TENNIS

ANTI-BULLYING POLICY

We at **CIYMS Tennis Club** are committed to providing a caring, friendly and safe environment for all of our members so they can participate in tennis in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the club Designated Child Safety Officer (DCSO) or any committee member.

Prevention

1. The club has written policies which include what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.
2. All club members and parents will sign to accept the code of conducts upon joining the club.
3. The Club DCSO will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can take many forms but usually includes the following:

Physical – hitting, kicking, pinching, punching, scratching, spitting or any other form of physical attack. Damage to or taking someone else's belongings may also constitute physical bullying.

Verbal – offensive name calling, insults, racist remarks, sexist jokes or comments, homophobic/transphobic or gender related jokes and comments, teasing, threats, using sexually suggestive or abusive language.

Sexual – abusive sexualised name calling, inappropriate and uninvited touching, inappropriate sexual innuendo and/or proposition.

Indirect – spreading nasty stories/rumours about someone, intimidation, exclusion from social groups.

Homophobic or transphobic bullying can be hard to identify because it may be going on in secret. It may include a person being made to feel unwelcome, belittled, or harassed (through gossip, name-calling, jokes and other hate acts – both in the virtual e.g. online and 'real' world.)

Cyberbullying is a form of bullying which uses technology to deliberately harm or upset others. This type of bullying can happen in many ways, using mobile phones or the internet and could include:

- Sending hurtful messages or using videos and images to humiliate
- Leaving malicious voicemails
- A series of silent calls
- Creating a website about other people to humiliate them
- Writing hurtful comments on social networking sites e.g. Facebook, Twitter
- Excluding them from chat/messaging rooms
- Sending video/images of people being bullied, so others can see



Signs and Symptoms of bullying

If someone is being bullied, they might not tell anyone directly. This could be because they have been threatened and are afraid to say anything or because they believe that nothing can be done about it and that telling someone will only make it worse. It could even be because they don't recognise that what is happening to them is bullying.

Signs that someone may be being bullied could include:

- being unhappy, withdrawn and unwilling to spend time in a group, especially during unstructured periods e.g. break time
- being without friends
- missing meetings and activities at (name of group/organisation) and/or expressing a reluctance to attend
- being clingy with adults
- appearing to lose possessions or money (things that may have really been stolen by or given away to bullies)
- unexplained injuries
- uncharacteristic illness or aggression.

Some of these signs might also indicate abuse at the hands of adults or other negative experiences, so they should be treated with caution.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. This club has a responsibility to respond promptly and effectively to issues of bullying.

What to do if you are being bullied

If you are being bullied, you should never keep it to yourself. Tell someone you trust. This could be your coach or club volunteer at **CIYMS Tennis Club** or someone else. It could also be your parent or carer.

You may prefer to tell another young person first and ask that person to help you tell an adult.

If the bullying is happening at **CIYMS Tennis Club**, we will sort it out here. If it's happening somewhere else (at school, for example, or near your home), we will get other people involved to stop it happening there.

What to do if you observe a child or young person being bullied or if someone tells you he/she is being bullied

- a) *Action to be taken if a child states they are being bullied:*



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If the bullying is taking place within **CIYMS Tennis Club**, the parent and child should be reassured that it will be dealt with as a priority.

- Child to be given time to say how they are being bullied and reassured they are right to tell.
- Adult/Designated Safeguarding Children Officer to keep the young person informed of their proposed action and to take into account child's feelings and perspective.
- The child's parents can be informed of your concerns and response.
- Chairperson of Tennis Club Committee to be informed of any incident of bullying so that policies and practices can be reviewed on a regular basis.

If the bullying is taking place in another environment (e.g. school) the DCSO should ask what support the parent and child would like, in order to engage with whoever the responsible agencies might be. The DCSO should aim to work in partnership with both parent and child and any other people who may be involved.

b) If you observe the bullying directly

Act assertively to put a stop to it. Explain to all concerned that the incident will have to be reported properly to the DCSO stop it happening again. Unless the incident is minor and can be dealt with informally, the child's parent or carer should be informed by the DCSO within one working day.

The DCSO, having spoken to the child who has been bullied and the child's parent/carers, should also speak to the bully (or bullies) and obtain their account of what has happened or is happening. This should be noted in writing and the parents/carers of the bully (or bullies) should be informed. The bully and his or her parents/carers should be asked for their views on what should be done to put a stop to any further bullying and to repair the damage that has been done.

At the meeting, the bullying incident should be discussed and the details of a draft plan drawn up to address the situation, taking into account any suggestions made by the children involved and their parents/carers.

The following areas should be covered:

- details of any apology that has been or should be offered by the bully (or bullies)
- details of any support for the person who has been bullied
- details of any consequences for the bully, in addition to making an apology, with reference to the code of conduct
- details of any support for the bully
- details of any further discussions or work to be done with others in the group, including children who may have observed or encouraged the bullying

The plan should be shared with the children concerned and their parents and should be reviewed regularly.

Keeping a record

Use the club incident reporting form and take clear notes of any discussions or meetings that take place following the bullying incident. The plan for dealing with the aftermath of the incident should be copied to the child who has been bullied and his/her parent/carers and to the bullies and their parents/carers.



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This policy should be reviewed every two years

Date Agreed by Club Committee _____

Date for Review _____

Signature: Club Chair

Signature: Club Secretary