



Anti-Bullying Policy

Rationale

These Anti-Bullying Guidelines provide guidance to all members, staff and volunteers of Milngavie Tennis Club on preventing, responding to and reducing bullying behaviour.

Aims

The aims of these Guidelines are to ensure:

- that all children, young people and adults are provided with a safe, inclusive and supportive environment in which to play tennis;
- all members, staff and volunteers have a robust understanding of what bullying behaviour is and the action which will be taken when it is witnessed or reported.
- a culture is promoted where bullying is recognised as being unacceptable; is prevented where possible and support given if it happens.

Definitions of Bullying

Bullying is a combination of behaviours and impacts that can affect someone's ability to feel in control of themselves; it is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour can harm people physically or emotionally and, although the behaviour may not be repeated, the threat may be kept up over time, by actions, looks, messages, confrontations, hitting or hurting or the fear of these.

Bullying also occurs in the virtual world which children and young people access through the Internet, via social networking (eg FaceBook, Twitter and Snapchat), computers and mobile phones. As communication can happen anywhere and at any time, often unsupervised, on-line bullying can be very pervasive and difficult to handle. However, in essence, the behaviour is the same and requires similar prevention methods. Bullying behaviour may be related to prejudice-based attitudes and behaviours which may compound other differences or difficulties in a child or young person's life.

These include:

- homophobic bullying;
- racist bullying;
- disablist bullying;
- body image;
- religion and belief;
- sexism and gender;
- looked after children and young people;
- young carers;
- socio-economic group.

When talking about bullying, it is important not to label children and young people as 'bullies' or 'victims'. It is considered unhelpful to define bullying purely in terms of behaviours alone.

It is important to have clarity about these significant events and be able to recognise and acknowledge bullying behaviours when they happen.

Bullying behaviours can include:

- name calling, teasing, putting down or threatening and intimidating by making prejudiced-based remarks;
- hitting, tripping, pushing, kicking;
- stealing and damaging belongings;
- ignoring, excluding, spreading rumours;
- sending abusive messages electronically, e.g. via text, emails or social networking sites;
- making people feel like they are being bullied or fearful of being bullied;
- targeting someone because of who they are or who they are perceived to be.

This list is not an exhaustive list; there may be other behaviours that could impact negatively on a child's wellbeing.

The impact an incident has on a child or young person is more important than whether it is classified as bullying. One incident is sufficient to alert adults to take supportive action.

Prevention of Bullying

Milngavie Tennis club will work to create a positive and supportive environment. A culture that encourages respect, values opinions, celebrates differences and promotes positive relationships will make it difficult for bullying behaviour to occur or be tolerated. This may include particular approaches such as displaying posters and discussions with specific groups about bullying.

Action

The adult or club member to whom the incident is first reported, or who has witnessed the incident, should take the incident seriously. They must use their judgement in deciding upon appropriate action based on the impact of the bullying behaviour on the child or young person. A member of the committee, preferably the welfare officer, should be involved. The child or young person who has experienced bullying behaviour will receive appropriate support and protection and will be listened to when they are discussing the impact the incident has had on them.

The adult or club member should confirm that bullying is never acceptable, they should, where appropriate, encouraged the child to talk, to find out what happened, who was involved, where and when – and notes taken detailing outcomes etc.

Details of the incident and actions taken is presented to the committee and recorded.

Consideration should be given to the sanctions and support given to the young person displaying bullying behaviour to ensure that interventions are intended to improve behaviour.

This Policy is recommended for approval by: (Review date: January 2021)

Club President, Alastair Garvie:

Date:

Club Welfare Officer, Laura Wilson:

Date: