This policy sets out how Tennis West of Scotland feels about bullying, how it will be tackled and how childrenand young people who experience or display bullying behaviour are supported. It also offers guidance in the section "Good Practice for Venues" (taken from LTA What's the Score Toolkit) on how clubs and venues can approach this subject.

Bullying

Bullying is both behaviour and impact; what someone does and the impact it has on the other person's capacity to feel in control of themselves. This is referred to as their sense of 'agency'. Bullying takes place in the context of relationships. It is behaviour that can make people feel hurt, threatened, frightened and left out and it can happen face to face and online.

Bullying behaviour can harm people physically or emotionally and, although the actual behaviour might not be repeated, the threat that it might can be sustained over time, typically by actions: looks, messages, confrontations, physical interventions, or the fear of these. This behaviour can include:

- Being called names, teased, put down or threatened face to face and/or online
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you (face to face and/or online)
- Sending abusive messages, pictures or images on social media, online gaming platforms or phone
- Behaviour which makes people feel like they are not in control of themselves or their lives
- Being targeted because of who you are or who you are perceived to be (face to face and/or online)

It's every child's right not to be bullied. Children's rights are unique in that many of them, although designed for the safety and protection of children, have to be provided for by adults and the government. Although children and young people are covered under the Human Rights Act 1998, their rights are more clearly specified under the UN Convention on the Rights of the Child (UNCRC).

Tennis West of Scotland will

- Recognise its duty to care and responsibility to safeguard all participants and athletes from harm.
- Promote and implement this anti-bullying policy in addition to our Safeguarding Policies and Procedures.
- Ensure that bullying behaviour is not tolerated or condoned.
- Require all members of Tennis West of Scotland to sign up to this policy.
- Take action to investigate and respond to any reports of bullying from children and young people.
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour during Tennis West of Scotland run activities.
- Ensure that coaches are given access to information, guidance and training on bullying.

Tennis West of Scotland expects each participant/player, coach, volunteer and officialin Tennis to

- Encourage individuals to speak out about bullying behaviour.
- Respect every child's need for, and right to, an 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.

Supporting children

- We will let children know who will listen to and support them.
- We will create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
- Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out.
- We will make sure children are aware of helpline numbers.
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously.
- Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved.
- Children experiencing bullying behaviour will be supported and helped to uphold their right to play tennis in a safe environment.
- Those who display bullying behaviour will be encouraged to develop better relationships.
- We'll make sure that sanctions are proportionate and fair.

Support to the parents/guardians

- Parents or guardians will be able to view the Tennis West of Scotland anti- bullying policy andpractice on the Tennis West of Scotland website
- Any experience of bullying behaviour will be discussed with the child's parents or guardians
- Parents will be consulted on action to be taken (for the person experiencing bullying behaviour and the person displaying bullying behaviour) and we'll agree on these actions together
- Information and advice on coping with bullying will be made available via the Tennis West of Scotland website

Reporting a concern

If you are being bullied or witness bullying you can speak to your club Welfare Officer or report it using the LTA Online Report a Concern platform – this is on the LTA websiteSafeguarding page. See also the Responding to Bullying flowchart in the Good Practice section.

Good practice for venues

In line with the Tennis West of Scotland anti-bullying policy it is important that tennis venues adopt a zero tolerance approach to bullying. The following guidance is taken from the "What's the Score Toolkit" which offers valuable guidance on this and many other safeguarding topics. This can be downloadedfrom the LTA website – Safeguarding page.

How can tennis venues prevent bullying?
Tennis venues are ideal places for role-modelling positive behaviour and promoting a zero tolerance approach to bullying. All tennis members, coaches, staff and volunteers are well placed to identify when someone may be experiencing bullying.

Everyone should:

- Follow the club's Safe and Inclusive Code of Conduct
- Ensure everyone is able to participate and have fun
- Report any concerns they have about themselves or someone else
- Actively promote a safe and inclusive tennis environment and a zero tolerance approach to bullying.

This checklist will help your venue to ensure anti-bullying measures are in place:

	A clear anti-bullying statement explicitly covering all visible and non-visible differences, including protected characteristics (see definitions - page 23). It is promoted to all membersvia: anti-bullying posters and information, training, newsletters, notice boards and your venue's website.
	A fair and consistent process exists for dealing with all bullying incidents.
	Children and parents/carers are given opportunities to give their views on your venue's anti-bullying practices.
	All members, coaches, staff and volunteers sign up to your venue's Safe and Inclusive Code of Conduct as part of their membership, committing to help develop a safe and inclusiveclub.
	Everyone in the venue knows who the Welfare Officer is and how to report bullying.
	Optional: children help to create a child-friendly Code of Conduct and anti-bullyingcommitment.

The following signs may indicate that bullying is happening in a tennis venue if someone:

• *Has their possessions go missing or damaged* • *Is unwilling to go to the tennis venue* • *Feels ill before coaching sessions or camps* • *Becomes withdrawn, nervous or lacking in confidence* • *Shows a change in performance* • *Asks for or steals money (to pay the bully)* • *Self-harms, attempts or threatens suicide* • *Is afraid of travelling to the tennis venue alone*	• *Stops eating or sleeping* • *Begins to bully others* • *Refuses to say what's wrong, or gives improbable reasons for their behaviour* • *Is physically injured* • *Has nightmares* • *Runs away from home* • *Changes their personality or appearance*

Conversations with those involved

The victim:
Bullying can happen to anyone. The victim may be feeling that it is their fault, upset, angry, isolated, lacking in confidence and frightened about the consequences of telling anyone about what has happened to them. If the victim has felt able to talk to someone, they should be reassured that they will be listened to and their concerns addressed in a sensitive manner and appropriate action will be taken.

The bully or bullies:
Bullies can be children or adults. Someone may bully because they like the feeling of power; expect everyone around them to do as they say or want others to think they are in control; do not fit in or feel insecure; or have been bullied themselves. They may be feeling concerned, angry, defensive or disbelieving. It is important to ask for their account of what happened so you have a good understanding from everyone involved. However, whatever the reasons for bullying, venues should adopt a zero tolerance approach to bullying.

The bystander(s):
May be feeling scared of repercussions or not wanting to get involved. It is important to get accounts of what happened from everyone who witnessed any incident of bullying. Research by OFSTED showed that 26% of children said they would watch someone getting bullied but say nothing; 40% stated they would stay for the excitement. Reassure bystanders that speaking out is the right thing to do and that it will enable your venue to take appropriate steps to prevent future bullying.

The 'don't care' team:
May be feeling ambivalent and that bullying is a fact of life or nothing to do with them. Raise awareness with all venue members about the importance of your anti-bullying policy or statementand zero tolerance approach to bullying.

Useful sources of information

http://respectme.org.uk/
www.beatbullying.org.uk
www.bullying.co.uk
www.childline.org.uk
www.kidscape.org.uk
www.antibullyingalliance.org