



## **Anti-Bullying Policy**

The Bourne Club strives to ensure that all children (anyone under the age of 18) and adults at risk are safeguarded from abuse and have an enjoyable time playing racket sports.

Bullying is defined as a range of abusive behaviour that is repeated and intended to hurt someone either physically and/or mentally/emotionally.

This document sets out how to help 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, coaches, officers, children and their families about what should be done to prevent and deal with bullying.

This policy applies to all staff, coaches, volunteers, officers and officials, children and their families and all other adults associated with The Bourne Club.

### **We recognise that:**

- Bullying causes real distress. It can affect a person's health and development, and, at the extreme, can cause significant harm to a person's physical and mental well-being
- All children and adults at risk, regardless of age, disability, gender reassignment, race, religion or belief(s), sex or sexual orientation, have the right to equal protection from all types of harm and abuse
- Everyone has a role to play in preventing all forms of bullying (including online and social media) and putting a stop to bullying

### **We will seek to keep children and adults at risk safe 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 and adults at risk
- 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 the others who may be affected
- The Bourne Club as a whole

**Players, parents, coaches, officials, volunteers and other members of staff will:**

- Encourage individuals to speak out about bullying behaviour and report incidents of bullying behaviour to the Welfare Officer, Nikki Condren. This can be done by telephone on 07971 361 711 or [welfareofficer@bourneclub.co.uk](mailto:welfareofficer@bourneclub.co.uk)
- Respect every child and adult at risk needs for, and right to, play in a safe 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, unique and worthy of being valued
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practises carefully explained and displayed for all to see

**Supporting children and adults at risk:**

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

**Support to the parents/carers/guardians:**

- Any experience of bullying behaviour will be discussed with the child's parents/carers/guardians
- Parents/carers/guardians will be consulted on the action to be taken (for both victim and bully)

- Information and advice on coping with bullying will be made available to the victim
- Support will be offered to parents/carers/guardians, including information from external agencies or support lines

**Related policies and procedures:**

This policy should be read alongside The Bourne Club’s following policies:

- Safeguarding Policy
- Diversity & Inclusion Policy
- Code of Conduct for Staff and Volunteers

Useful Contacts:

LTA	0208 487 7000	<a href="mailto:safeguarding@lta.org.uk">safeguarding@lta.org.uk</a>
NSPCC Helpline	0808 800 5000	
Childline	0800 1111	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Kidscape		<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
Anti Bullying Alliance		<a href="http://www.antibullyingalliance.org">www.antibullyingalliance.org</a>

This policy is reviewed every 2 years (or earlier if there is a change in national legislation or if an incident occurs).

Club Manager	Marissa Ivey	Date: 25/09/2024
Welfare Officer	Nikki Condren	Date: 14/08/2024

Next review date: September 2026