

FRINTON-ON-SEA LAWN TENNIS CLUB

Anti-Bullying Policy

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1. Policy statement

We aim to establish a positive culture in which all members of FRINTON-ON-SEA LAWN TENNIS CLUB feel safe and confident, and treat each other with respect and courtesy, particularly with regard to individual differences. We all understand that bullying can occur and that we have a responsibility to be vigilant for incidents. We respect difference and welcome diversity in our members and in society in general, and believe FRINTON-ON-SEA LAWN TENNIS CLUB should be inclusive. To this end, bullying will be eliminated.

2. What do we mean by bullying?

'Bullying and harassment is behaviour that makes someone feel intimidated or offended.'

Harassment is unlawful under the Equality Act 2010 (Gov.uk website)

Bullying involves an imbalance of power which makes it hard for those being bullied to defend themselves. This may be seen or felt physically, online or psychologically, social isolation or intimidation as well as any threat of violence.

It is defined as follows:-

- It is deliberately hurtful behaviour; and
- It is repeated over time.

Bullying may take various forms, and is often motivated by prejudice, including:

- Cyber: The use of electronic communications including email, mobile phones, text/multi-media messaging, photographs/video, online profiling, websites, social networks, and instant messaging; all with the intention to frighten, embarrass or harass. This can happen at any time of day with a potentially wider audience and more accessories as people forward on with a simple click;
- Disability: because of, or focusing on, the issue of disability;
- Emotional: being unfriendly, excluding, tormenting (e.g. threatening gestures);
- Homophobic or Transphobic: because of, or focusing on, the issues of sexuality and/or gender identity;
- Physical: pushing, kicking, hitting, punching or any use of violence inflicted on another individual;
- Racist/Cultural/Religious: racial, cultural or religious taunts, comments or gestures;
- Sexual: sexually abusive taunts, comments or gestures; and
- Verbal: for example, name calling, sarcasm, spreading rumours.

Bullying can result in long-term psychological damage and, in extreme cases, suicide. It is often motivated by prejudice against particular groups, for example, on grounds of race, religion, gender, sexual orientation including transgender, special educational needs and/or disability

Bullying is not a criminal offence. However, there are criminal laws in the UK which apply to harassment and threatening behaviour. If we feel that an offence may have been committed we will seek assistance from the police.

Our policy is implemented for the conduct and welfare of all our members. If a member suspects that bullying is taking place, or a disclosure is made to them about an incident of bullying, they should always consult the Welfare Officer:

Clare Young- clare.young26.2@icloud.com

Mobile: 07799118109

Preventative strategies

At FRINTON-ON-SEA LAWN TENNIS CLUB we create an environment that prevents bullying from being a serious problem in the first place.

We create an ethos of good behaviour where members treat one another with respect because they know this is the right way to behave.

We make sure that our members feel confident that we will take any complaint about bullying seriously and resolve the issue.

We will work with the wider community, such as the police and children's services, where bullying is particularly serious or persistent and where a criminal offence may have been committed.

We make it easy for members to report bullying so that they feel assured that they will be listened to and incidents acted upon via the Welfare Officer Clare Young.

We ensure that notices are placed around FRINTON-ON-SEA LAWN TENNIS CLUB which provide appropriate telephone numbers and email addresses for members to contact organisations such as ChildLine, NSPCC, Essex Social Services.

We listen to our members' voice at all times and act accordingly.

Incidents of bullying will be recorded by The Welfare Officer Clare Young.

This will enable patterns to be identified, and keeping records of bullying incidents will also enable to:

- Manage individual cases effectively;
- Monitor and evaluate the effectiveness of strategies; and
- Respond effectively and swiftly to concerns

The most obvious strategy is the use of disciplinary sanctions to deal with those members who are found to be bullying. Such disciplinary measures have three main purposes, namely to:

- Impress on the perpetrator that what he/she has done is unacceptable;
- Deter him/her from repeating that behaviour; and
- Signal to other members that the behaviour is unacceptable and deter them from doing it.

The Changing Room Policy states that Mobile phones and other electronic devices must NOT be used in changing rooms.

The Committee, Board, Chairman and Welfare Officer are responsible for the implementation of this policy and for reviewing yearly to evaluate its implementation and impact.

