



TENNIS

Anti-Bullying Policy

At Cultiv8 Tennis your child's safety and well-being are our primary concerns. Our Anti-Bullying Policy sets out how we feel about bullying as an organisation, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

Bullying

- All forms of bullying will be acted upon
- Everybody in the Academy has a responsibility to work together to stop bullying
- Bullying can include online as well as offline behaviour
- Bullying behaviour can include:
 - - physically pushing, kicking, hitting etc.
 - - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
 - - posting of derogatory or abusive comments, videos or images on social media
 - - racial, homophobic, transphobic or sexist comments, taunts or gestures
 - - sexual comments, suggestions or behaviour
 - - unwanted physical contact

Cultiv8 Tennis will:

- Recognise its duty of care and responsibility to safeguard all players from harm
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- Ensure that bullying behaviour is not tolerated or condoned
- Require all members of Cultiv8 Tennis Academy sign up to this policy
- Take action to investigate and respond to any reports of bullying from players and parents
- Encourage and facilitate players and parents to play an active part in developing and adopting a code of conduct for behaviour
- Ensure that coaches are given access to information, guidance and training on bullying

Each Member of the Cultiv8 Team will:

- Encourage individuals to speak out about bullying behaviour
- Respect every child's need for, and right to train in 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
- Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

Supporting Children

- We will let players 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
- We will make sure that 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 train and compete play in a safe environment
- Those who display bullying behaviour will be supported and encouraged to develop better relationships
- We will make sure that sanctions used for such behaviour are proportionate and fair

Support to the Parents / Guardians

- Parents or Guardians will be advised on Cultiv8 Tennis Academy’s Bullying Policy and associated Practices
- 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 both victim and bully) and we’ll agree on these actions together
- Information and advice on coping with bullying will be made available
- Support will be offered to parents, including information from other agencies or support lines

Useful contacts

Safeguarding Officer for Cultiv8 Tennis / Yorkshire Tennis – Karen Mitchell
safeguarding.yorkshiretennis@gmail.com / 01226 107092

County Welfare Officer – Rosie Nicholl safeguarding.yorkshiretennis@gmail.com / 01226 107092

Programme Manager: Cultiv8 Tennis – Laura Crabtree info@cv8tennis.com / 07830 208230

NSPCC Helpline 0808 800 5000