



# ATLANTIC RACQUET CENTRE (ARC) ANTI-BULLYING POLICY

## PURPOSE & SCOPE

The Atlantic Racquet Centre (ARC) strives to ensure that all users of the centre are safe from abuse and have an enjoyable experience.

Bullying is defined as a range of abusive behaviours that are intended to hurt someone either physically or emotionally.

This document sets out how to deal with instances of bullying should they occur.

This policy applies to all staff, coaches, volunteers, users, parents/carers and any other individuals associated with the Atlantic Racquet Centre.

## WE RECOGNISE THAT :-

- Bullying causes real distress. It can affect a person's health and development.
- Everyone, regardless of age, sex, disability, gender reassignment, race, religion, beliefs or sexual orientation, has the right to equal protection from all types of harm or abuse.
- Everyone has a role to play in preventing any form of bullying.

## WE WILL SEEK TO KEEP EVERYONE SAFE BY :-

- Recognising our duty of care and responsibility towards safeguarding.
- Ensuring that bullying behaviour is not tolerated or condoned.
- Encouraging everyone to play a part in developing a culture of appropriate behaviour.
- Taking action to respond to any instances or reports of bullying.

## EVERYONE (staff, coaches, volunteers, users, parents/carers) WILL :-

- Encourage individuals to speak out about bullying behaviour, and to report instances of bullying behaviour to the ARC Safeguarding & Welfare Officer, Tish Shere (or suitable alternative e.g. member of staff, coach, tournament organiser or session activator).
- Respect the feelings and views of others.
- Recognise that everyone is important, equal and worthy of being valued.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.

## ACTIONS

- We will ensure all reports and instances of bullying are taken seriously and are investigated.
- We will take into account the needs of the person being bullied and support them.
- We will take into account the needs of the person displaying bullying behaviour and support them in developing better relationships.

- We will take into account the needs of others who may be affected.
- We will inform parents/carers of any incident involving their charge (for both victim and bully) and consult them on any action to be taken.
- We will ensure sanctions are fair and proportionate.
- We will provide information and advice on coping with bullying.

## RELATED POLICIES AND PROCEDURES

This policy should be read in conjunction with the following ARC policies:-

- Safeguarding.
- Diversity and inclusion.
- Photography and filming of children.
- Changing rooms.
- Tournament safeguarding.
- Safer recruitment.

## USEFUL CONTACTS

Atlantic Racquet Centre Safeguarding & Welfare Officer (Tish Shere) 07906 146218


NSPCC Helpline 0808 800 5000

Childline 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

This Policy is recommended for approval by:

Signed: 

ARC Chair: Anoushka Lynd

Date: 12/04/2024

Signed: 

Club Welfare Officer: Tish Shere

Date: 12/04/2024