



## Anti-Bullying Policy

### Introduction

At Putney Lawn Tennis Club, we are committed to providing a safe, welcoming, and inclusive environment where everyone can enjoy tennis free from bullying, harassment, or intimidation. This policy outlines our approach to preventing and addressing bullying behaviour within the club.

### Definition of Bullying

Bullying is any behaviour that is intended to hurt, intimidate, or harm an individual or group, either physically or emotionally. It can take many forms, including but not limited to:

- Verbal abuse (eg name-calling, teasing, or threats).
- Physical aggression (eg hitting, pushing, or damaging property).
- Social exclusion (eg spreading rumours or deliberately isolating someone).
- Cyberbullying (eg sending harmful messages or sharing offensive content online).

### Scope of the Policy

This policy applies to all members, guests, coaches, volunteers, and staff of Putney Lawn Tennis Club during any club-related activities, both on and off the premises.

### Our Commitment

Putney Lawn Tennis Club is committed to:

1. Promoting a culture of respect, kindness, and inclusivity.
2. Preventing bullying through education, awareness, and proactive measures.
3. Providing a clear procedure for reporting and addressing bullying.
4. Supporting those affected by bullying and taking appropriate action against perpetrators.

## Reporting Bullying

If you experience or witness bullying, please report it promptly to a coach, club staff member, or the Club Welfare Officer. Reports can be made:

- In person, via the club office.
- By email (contact details are available on the club's website).
- By phone (020 8788 4344).

All reports will be taken seriously and treated with confidentiality, respecting the privacy of those involved.

## Responding to Bullying

When a report of bullying is received, the club will:

1. Investigate the matter promptly and impartially.
2. Speak to all parties involved to gather information.
3. Take appropriate action based on the findings, which may include mediation, issuing warnings or, in severe cases, suspension or termination of membership.
4. Offer support to those affected, such as access to counselling or additional resources.

## Prevention Strategies

To prevent bullying, Putney Lawn Tennis Club will:

- Raise awareness through posters and newsletters.
- Train coaches, staff, and volunteers to recognize and address bullying behaviour.
- Foster a positive club culture where all members feel valued and respected.
- Regularly review and update this policy to ensure its effectiveness.

## Monitoring and Review

This policy will be reviewed annually by the Club Committee to ensure it remains relevant and effective. Feedback from members, staff and other stakeholders is encouraged to improve our approach to preventing and addressing bullying.

## Conclusion

Bullying has no place at Putney Lawn Tennis Club. By working together, we can ensure a positive and supportive environment for everyone to enjoy their time on and off the court.

If you have any questions or concerns regarding this policy, please contact the Club Welfare Officer whose details are as follows:

**David Halls, Welfare Officer**

djhalls68@gmail.com