ANTI-BULLYING POLICY

VERSION 1.0, NOVEMBER 2026

Policy owner	National Tennis Association (National Tennis)
Applies to	National Tennis and every venue, programme, project and brand it operates or delivers, including partner venues that link to this central policy
Policy approved by	The Board of National Tennis Association: Ed Nieburg and Chris Evans, Directors
Date policy approved	November 2026
Next review date	November 2027 (or earlier if there is a change in legislation, LTA requirements or a significant incident)
Based on	LTA Template Anti-Bullying Policy, version 1.1 (January 2023) (current LTA version per LTA Safeguarding Version Control, 10 November 2025).

If you are worried about a child or adult at risk, in an emergency call **999**. Otherwise contact our Safeguarding Officers at **safeguarding@nationaltennis.org.uk**, or report directly to the LTA at https://safeguardingconcern.lta.org.uk

PURPOSE AND SCOPE

National Tennis Association (National Tennis) strives to ensure that all children (anyone under 18) and adults at risk are safeguarded from abuse and have an enjoyable tennis experience.

Bullying is defined as a range of abusive behaviour that is repeated and intended to hurt someone either physically or emotionally. It can happen in person or online.

This document sets out how we help prevent bullying from happening to children and adults at risk. It also sets out how we 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, children and their families about what should be done to prevent and deal with bullying.

This policy is a central National Tennis policy. It applies to National Tennis Association (National Tennis) and to every venue, programme, project and brand it operates or delivers, including partner venues. Partner venues link to this central policy rather than keeping separate versions, so one version applies across all National Tennis locations and the current version is always the one published at https://www.nationaltennis.org.uk/safeguarding.

This policy applies to all staff, coaches, volunteers, players, parents and carers and any other individuals associated with National Tennis.

WE RECOGNISE THAT

- Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- All children and adults at risk, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- Everyone has a role to play in preventing all forms of bullying (including online) 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 to and deal with any reports of bullying
- Encouraging and facilitating children to play a part in developing and adopting appropriate behaviours

- Promoting our Codes of Conduct for behaviour
- Employing safe recruitment practices
- 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 others who may be affected
    - the venue and National Tennis as a whole

PLAYERS, PARENTS, COACHES, VOLUNTEERS AND STAFF WILL

- Encourage individuals to speak out about bullying behaviour and report incidents of bullying behaviour they see or hear about to a Safeguarding Officer (or a suitable alternative, such as the lead coach, tournament organiser or league organiser)
- Respect every child's need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others, even if they don't agree with them
- 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 and displayed for all to see

SUPPORTING CHILDREN

- We'll let children know who will listen to and support them
- We'll create an 'open door' ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
- We'll make sure children are aware of helpline numbers, including Childline (0800 1111)
- 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 looked into and will involve listening carefully to all those involved. Where the bullying also raises a safeguarding concern, it will be reported under our Safeguarding Policy and not investigated by us
- Children 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'll make sure that any sanctions are proportionate and fair

SUPPORT TO PARENTS AND CARERS

- Parents will be advised on the anti-bullying policy and practice, including through our website and booking information
- Any experience of bullying behaviour will be discussed with the child's parents or carers
- Parents will be consulted on action to be taken (for both the child being bullied and the child displaying bullying behaviour)
- 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

WHO TO CONTACT

Our Safeguarding Officers are the first point of contact for any safeguarding, welfare or bullying concern, at any National Tennis venue. All of them can be reached through one address, safeguarding@nationaltennis.org.uk, which they all read:

Name	Role	Contact
Chris Evans	Lead Safeguarding Officer	safeguarding@nationaltennis.org.uk
Josh Gook	Safeguarding Officer	safeguarding@nationaltennis.org.uk
Tom Kenny	Safeguarding Officer	safeguarding@nationaltennis.org.uk

Useful contacts

- NSPCC Helpline: 0808 800 5000
- Childline: 0800 1111, www.childline.org.uk
- Kidscape: www.kidscape.org.uk

RELATED POLICIES AND PROCEDURES

This policy should be read alongside our other policies and procedures, all published at https://www.nationaltennis.org.uk/safeguarding:

- Safeguarding Policy and Procedures (including the National Tennis Codes of Conduct)
- Safeguarding Policy Statement
- Equity, Diversity and Inclusion Policy
- Online Safety and Communication Policy
- Photography and Filming Policy
- Use of Changing Facilities Policy
- Safe Recruitment Policy
- Complaints Policy

- LTA Safeguarding at Events, Activities and Competitions guidance (adopted by National Tennis)
- LTA Code of Conduct and LTA Disciplinary Code
- Venue risk assessments (held for each venue)

REVIEW

This policy was approved in November 2026 and will next be reviewed in November 2027, or earlier if there is a change in legislation, LTA requirements or a significant incident.

Document control

Version	Date	Summary of changes
1.0	November 2026	New standalone policy adopted from the LTA Template Anti-Bullying Policy v1.1 (January 2023), adapted for all National Tennis venues.

Approval

Approved by the NTA directors, November 2026. Next review: November 2027. (Version 1.0, November 2026)