

LTA SAFEGUARDING CHILDREN POLICY AND PROCEDURE

Policy owner: David Humphrey
Policy approved by: LTA Board
Policy approval date: February 2023
Next review date: February 2026



CONTENTS

1. Policy statement	3
2. Policy principles	4
3. Responsibility for safeguarding	4
4. Scope	5
5. Policy aims	5
6. Colleague recruitment	5
7. Colleague training	5
8. Standards of practice and behaviour	6
9. Positions of trust	6
Types of Abuse and Harm	7
10. Types of child abuse	8
11. Increased vulnerability to abuse	8
12. Low level concerns	9
Safeguarding Responding to Concerns	10
13. Responding to a safeguarding concern	11
14. Responding to a disclosure of abuse	11
15 Confidentiality	12
16. Information sharing and retention	12
17. Whistleblowing	13
Appendix A: Reporting a safeguarding concern that occurs within tennis	14
Appendix B: Reporting a safeguarding concern that happens outside of tennis	15
Appendix C: Definitions	16
Appendix D: Legislation, guidance and regulations	21
Appendix E: Additional information and support	22

1. POLICY STATEMENT

The LTA is the national governing body of tennis in Britain and is responsible for governing and developing tennis, from grassroots participation through to the professional game. Tennis Scotland and Tennis Wales are the national governing bodies in Scotland and Wales, and together we work to deliver the vision of tennis opened up and the mission of growing tennis by making it relevant, accessible, welcoming and enjoyable.

The ability of sport to help people be healthy, learn new skills and experiences, achieve their potential and inspire others, is reliant on ensuring the safety, well-being and welfare of everyone involved in our sport. Safeguarding sits at the heart of the LTA's strategy within the Leadership strand, with an aim to lead tennis in Britain to the highest standard so that it is a safe, welcoming, and well-run sport. Through our dedicated safeguarding strategy, we are committed to developing and implementing the highest safeguarding standards across tennis. All children have the right to be cared for, protected from harm and abuse, and this policy

demonstrates our combined commitment to ensuring all children can participate in a tennis environment which is safe and enjoyable.

This Policy is promoted via various channels, including the LTA, Tennis Scotland and Tennis Wales websites, email communications and training. This policy is reviewed every three years or sooner if there are changes in legislation, government guidance or as a result of any other significant change or event.



Scott Lloyd
LTA CEO



Simon Johnson
Tennis Wales CEO



Blane Dodds
Tennis Scotland CEO

2. POLICY PRINCIPLES

- Safeguarding is everybody's responsibility
- The welfare of the child is paramount
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- Safeguarding concerns are taken seriously, responded to swiftly and appropriate support provided to those involved
- We are committed to developing and implementing the highest standards of safeguarding across the sport and recognise this is integral to delivering our vision of tennis opened up
- We strive to create a culture and environment where everyone is empowered to protect themselves and others and feel able to raise concerns
- We actively promote working together to ensure all children and adults at risk are safeguarded

3. RESPONSIBILITY FOR SAFEGUARDING

- The **LTA Safeguarding Team**, led by the **Head of Safeguarding** who reports to the **Participation Director**, has strategic and operational responsibility for safeguarding. This includes:
 - raising safeguarding awareness and promoting safer working practices through the provision of training, campaigns, policies and procedures
 - supporting and advising the tennis workforce on safeguarding matters
 - developing, implementing and quality assuring safeguarding standards across the sport
 - responding to and investigating safeguarding concerns
 - taking action against those who seek to harm children
- **County Safeguarding Officers (England and Wales)** are responsible for ensuring their county complies with safeguarding standards and assisting the LTA Safeguarding Team in promoting and embedding a safeguarding culture
- **Welfare Officers** are responsible for ensuring their venue complies with safeguarding standards and acting as the first point of contact for any safeguarding issues within their venue
- **Coaches** and **Officials** are responsible for upholding high standards of conduct and professionalism in accordance with the LTA Code of Conduct
- All **Participants** are responsible for raising safeguarding concerns in accordance with the 'Reporting a safeguarding concern' procedure (see Appendix A and B).
- The **Board** and **Executive Team**, specifically the **Participation Director**, have overall accountability for this Policy and its implementation

4. SCOPE

This Policy applies to and binds all “**Participants**”, which is anyone who is participating or seeking to participate in tennis in any way, whether directly or indirectly. If you are unsure whether the definition of a **Participant** applies to you, please go to the LTA Disciplinary Code available here: www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations for the full definition.

5. POLICY AIMS

The purpose of this policy is to:

- Protect children (anyone under the age of 18) from harm
- Provide the necessary information to enable **Participants** to meet their safeguarding responsibilities
- Deliver good practice and high safeguarding standards
- Outline our commitment to safeguarding children

6. COLLEAGUE RECRUITMENT

We operate a Safe Recruitment Policy and are committed to ensuring that all **Colleagues** (including contractors) who work with children are appropriately qualified for that role. This means that we obtain references and verify the applicant’s identity, qualifications, and work history.

We also require **Colleagues, Welfare Officers, County Safeguarding Officers, Accredited Coaches and Licensed Officials** to undergo Criminal Records Checks through the Disclosure and Barring Service (DBS) or Protecting Vulnerable Groups (PVG) Scheme, and/or the equivalent Overseas Criminal Records Check before being allowed to work with children.

7. COLLEAGUE TRAINING

All LTA **Colleagues** and **Board Members** complete training commensurate to their role every three years, which includes details of our safeguarding policy, procedures and the LTA Safeguarding Team.

All **Welfare Officers, County Safeguarding Officers, Accredited Coaches and Licensed Officials** are required to complete safeguarding training every three years.

8. CODE OF CONDUCT

All **Participants** are expected to always act in the best interests of children and ensure that their safety, welfare and well-being is the primary consideration.

All **Participants** must adhere to their respective behaviours as set out in the LTA Code of Conduct (available from: www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations), as well as other safeguarding procedures or guidance that may be issued from time to time.

9. POSITIONS OF TRUST

A person aged 18 or older who holds a position of authority or responsibility over a child is in a position of trust. Positions of trust are not defined by a qualification or job title, but by reference to the activity which the adult is carrying out in relation to the child, namely, coaching, teaching, training, supervising or instructing (including as a volunteer) on a regular basis. **Participants** who are in a position of trust must be aware of the power imbalance they hold over children and not use this for personal advantage or gratification.

In June 2022, the Sexual Offences Act 2003 was changed to extend the abuse of position of trust offences to include where an adult is coaching, teaching, training, supervising or instructing a child under 18 years old within sport or religious settings. This means that under the Sexual Offences Act 2003, in England and Wales it is a criminal offence for a person in a position of trust to have a sexual or intimate relationship with a child under 18 years old, even if the relationship is deemed consensual. This means that any sexual activity (including online activity) between someone in a position of trust and a child under 18 years old will be formally reported as it may be a criminal offence.



TYPES OF ABUSE AND HARM



10. TYPES OF CHILD ABUSE

There are four main types of child abuse:

- Sexual
- Physical
- Emotional
- Neglect

Detailed descriptions of these types of abuse, along with other forms of harm, can be found in Appendix C.

11. INCREASED VULNERABILITY TO ABUSE

Vulnerability is a changeable and contextual state but may include children with a physical disability or diagnosed condition such as learning difficulties or mental health conditions such as severe anxiety or depression. Children in these groups may:

- Have smaller network of friends and peer group to support and protect
- Require intimate/physical and or invasive medical care required which can allow abuse to be hidden
- Have communication difficulties
- Be less able to resist inappropriate or abusive behaviour, either verbally or physically
- Be dependent on the abuser for a service or basic need
- Have medical conditions that are used to explain injuries

Personal circumstances away from tennis such as domestic violence, poverty, substance abuse, homelessness and social exclusion may also have an impact on vulnerability. In addition, children from LGBTQ+ and/or Black, Asian and Other Minority Ethnic groups can:

- Be subjected to bullying, emotional abuse and physical abuse due to their sexual orientation or gender identity
- Experience racism and racist attitudes
- Engage in cultural practices, which are classed as abuse within the UK (e.g., honour-based violence, female genital mutilation)
- Expect to be ignored by people in authority due to experience of institutionalised racism
- Be afraid of further abuse or racist abuse if they challenge others
- Be subjected to myths based on racial stereotyping
- Be using or learning English as a second language and therefore find it more difficult to communicate

Elite child athletes may also be more vulnerable to abuse because they may:

- Have increased dependency on coaching and other support staff for funding, selection and progression
- Be segregated from protective factors such as their family and peer groups
- Feel less able to report concerning behaviour due to a fear of impacting their sporting development
- Be exposed to unhealthy cultures and competitive performance ideologies, where inappropriate practices may be accepted or even encouraged under the belief they deliver success
- Be subjected to intense training and pressure to play/succeed even when injured and achieve unrealistic image, body and weight expectations

12. LOW LEVEL CONCERNS

A low level concern (which can also be known as poor practice) is behaviour that falls short of abuse towards a child and/or adult at risk and does not meet the allegation threshold or a referral to the **Local Authority Designated Officer (LADO, England and Wales only)**, but which nevertheless harms or places an adult at risk or child at risk of harm or has a negative effect on their safety and/or well-being.

An 'allegation' means that it is alleged that a person who works with children or adults at risk has:

- Behaved in a way that has harmed or may have harmed them
- Possibly committed a criminal offence against them
- Behaved towards a child or adult at risk in a way that indicates they may pose a risk of harm to them
- Have behaved in a way in their personal life that raises safeguarding concerns. These concerns do not have to directly relate to a child or adult at risk but could, for example, include an arrest for possession of a weapon
- Have, as a parent or carer, become subject to child protection or adult safeguarding procedures

A low level concern is any concern – no matter how small, and even if no more than a 'nagging doubt' – that an adult may have acted in a manner which:

- Is not consistent with the LTA Code of Conduct (www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations), and/or
- Relates to their conduct outside of work which, even if not linked to a particular act or omission, has caused a sense of unease about that adult's suitability to work with children or adults at risk

Low level concerns are not acceptable and should be reported to the Venue Welfare Officer who will refer the matter on to the LTA Safeguarding Team. It is critical that all low level concerns are referred to the LTA. Having one recipient of all such concerns should allow any potential patterns of concerning, problematic or inappropriate behaviour to be identified, and ensure that no information is potentially lost.

Upon receipt by the LTA, low level concerns will be triaged and managed through the LTA Safeguarding Regulations, which form part of the LTA Disciplinary Code available here: www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations

The LTA may decide that the low level concern is suitable to be dealt with by the venue directly, in which case the LTA will support them with managing the situation. If further information comes to light which raises the level of concern, the matter must be referred to the LTA.

RESPONDING TO SAFEGUARDING CONCERNS

Everyone has a responsibility to ensure the safety and welfare of children and to take appropriate steps to ensure that safeguarding concerns and allegations of abuse or poor practice are taken seriously and responded to quickly and appropriately, even if it may not have occurred recently.



13. RESPONDING TO A SAFEGUARDING CONCERN

Upon becoming aware of a safeguarding concern, **Participants** must follow the 'Reporting a safeguarding concern' procedure (see Appendix A and B). It is advisable to discuss safeguarding concerns with parents in the first instance except where this may place a child, or someone else, at increased risk. When unsure, seek advice from the Welfare Officer or LTA Safeguarding Team.

It is not the responsibility of any Participant to investigate any safeguarding concern or allegation, nor determine whether abuse or poor practice has taken place, with the exception of the LTA Safeguarding Team.

Once a safeguarding concern or allegation is reported to us it will be triaged and managed through the LTA Safeguarding Regulations, which form part of the LTA Disciplinary Code available here: www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations

14. RESPONDING TO A DISCLOSURE OF ABUSE

If a child discloses that he or she has been abused or is at risk of abuse:

- Listen carefully and calmly to them
- Reassure them that they have done the right thing and what they have told you is very important
- Avoid questioning where possible, and never ask leading questions
- Do not promise confidentiality. Let them know that you will need to speak to the Welfare Officer/LTA Safeguarding Team because it is in their best interest. If you intend to speak to the police or social care, you should let them know this too
- Report the safeguarding concern. In an emergency, call the police (**999**), otherwise talk to the Welfare Officer/LTA Safeguarding Team as soon as possible. Do not seek to investigate it yourself or let doubt/personal bias prevent you from reporting the allegation
- Record details of the disclosure (**further advice here**) as soon as possible (but not during the disclosure) and then submit the details to the LTA via safeguardingconcern.lta.org.uk
- Ensure that the child's immediate needs are met and that the priority is their safety and protection from further risk of harm
- It is advisable to discuss safeguarding concerns with parents in the first instance except where this may place a child, or someone else, at increased risk. When unsure, seek advice from the Welfare Officer or LTA Safeguarding Team.

15. CONFIDENTIALITY

All safeguarding concerns and allegations will be dealt with confidentiality by the LTA Safeguarding Team on a need to know basis, not only to maintain the privacy of the individuals involved but also to ensure that evidence or any investigation is not compromised. All **Participants** involved in a safeguarding concern or allegation should similarly ensure they maintain high levels of confidentiality.

There may be circumstances where an individual raising a safeguarding concern or allegation does not wish to be named. It is not possible for the LTA to assure anonymity, as in some circumstances individuals will need to be named (for example, where it is necessary in order to carry out a fair disciplinary process).

16. INFORMATION SHARING AND RETENTION

In certain situations, the **LTA Safeguarding Team** may be required to share information with statutory agencies and other relevant organisations where it is necessary and proportionate to prevent or manage the risk of harm in tennis or sport to children.

We adhere to the UK Government information sharing advice for safeguarding practitioners and the '7 Golden Rules' of information sharing:

- Remember that the Data Protection Act 2018 and human rights law are not barriers to justified information sharing but provide a framework to ensure that personal information about living individuals is shared appropriately
- Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so
- Seek advice from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible
- Share with informed consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, there is good reason to do so, such as where safety may be at risk
- Consider safety and well-being: Base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions
- Necessary, proportionate, relevant, adequate, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely
- Keep a record of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose

Further details of the above guidance:

www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice

When sharing safeguarding information, we keep a dated record of:

- what has been shared
- with whom, and
- for what purpose

All safeguarding related information is kept securely on LTA systems and in accordance with our retention and storage of information policy.

17. WHISTLEBLOWING

Whistleblowing is when someone reports wrongdoing on the basis that it is in the public interest for the wrongdoing to be brought to light. This can include:

- an organisation which doesn't have clear safeguarding procedures to follow
- concerns that aren't dealt with properly or may have been covered up
- a concern was raised but hasn't been acted upon
- being worried that repercussions are likely to arise if raising a safeguarding concern or allegation

This applies to incidents that happened in the past, are happening now, or may happen in the future.

Whistleblowers should contact their venue Welfare Officer in the first instance. If the matter does not relate to a tennis venue, they should contact the LTA Safeguarding Team. If the whistleblower does not wish to speak to someone within the venue or the LTA Safeguarding Team, the NSPCC Whistleblowing advice line can be contacted on **0800 028 0285** or by emailing help@nspcc.org.uk.

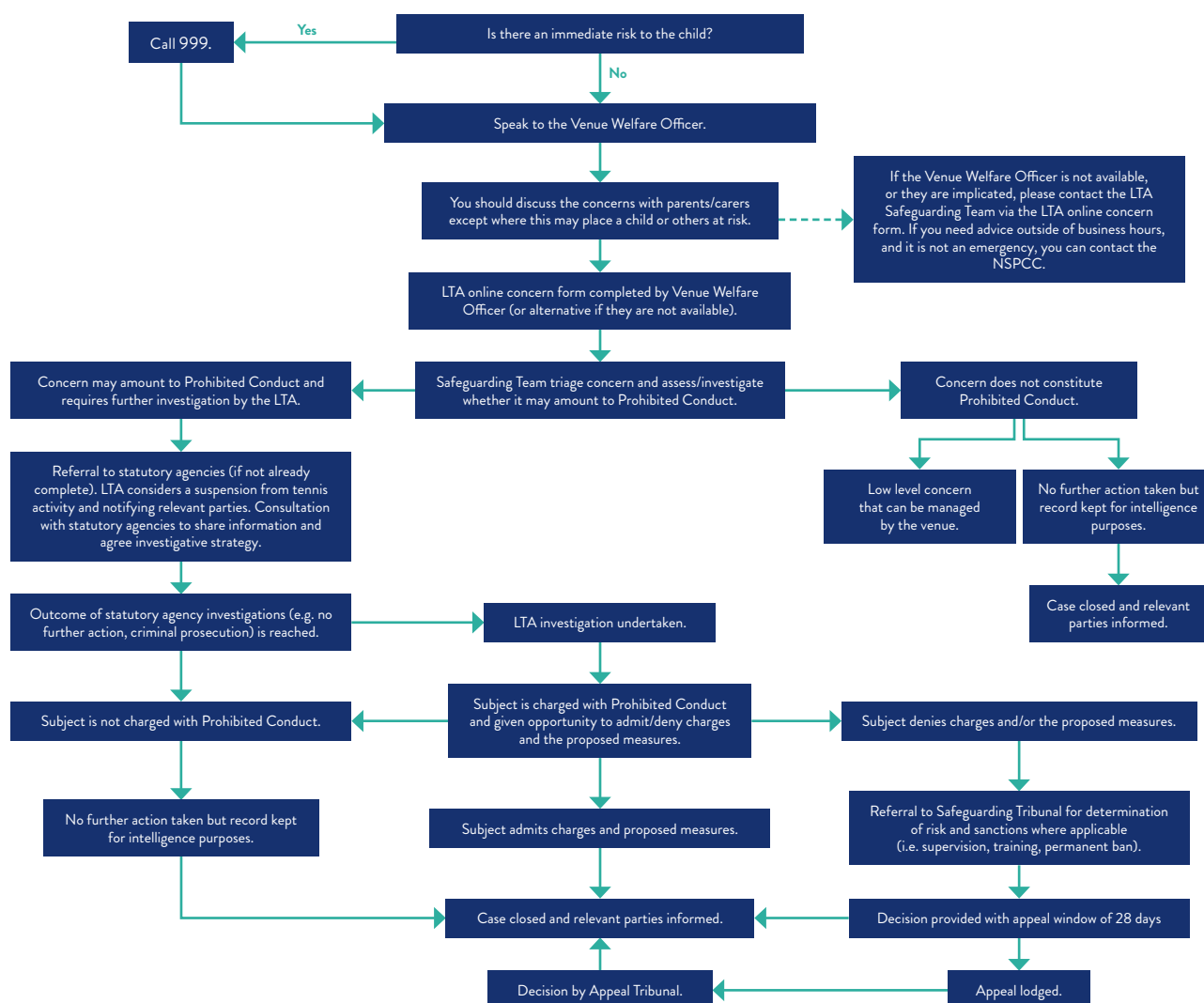
Safecall is an independent, confidential and, if required, anonymous reporting service provided by the LTA if there are serious concerns regarding any of the public interest areas below:

- Criminal offences, including fraud
- Failure to comply with a legal obligation
- Legal miscarriage of justice
- Endangering someone's health and safety
- Damage to the environment
- Covering up wrongdoing in any of the above categories

If a Whistleblower feels that it is not appropriate to contact the LTA Safeguarding Team on the grounds of one of the above areas, they can contact Safecall via telephone on **0800 915 1571**. Calls are not recorded. Alternatively, a report can be made online: www.safecall.co.uk/report

APPENDIX A: REPORTING A SAFEGUARDING CONCERN THAT OCCURS WITHIN TENNIS

Safeguarding concerns (including low level concerns) arise about a child or a person who works with children.



Contacts

LTA Lead Safeguarding Officer:

David Humphrey (contactable via online concern form)

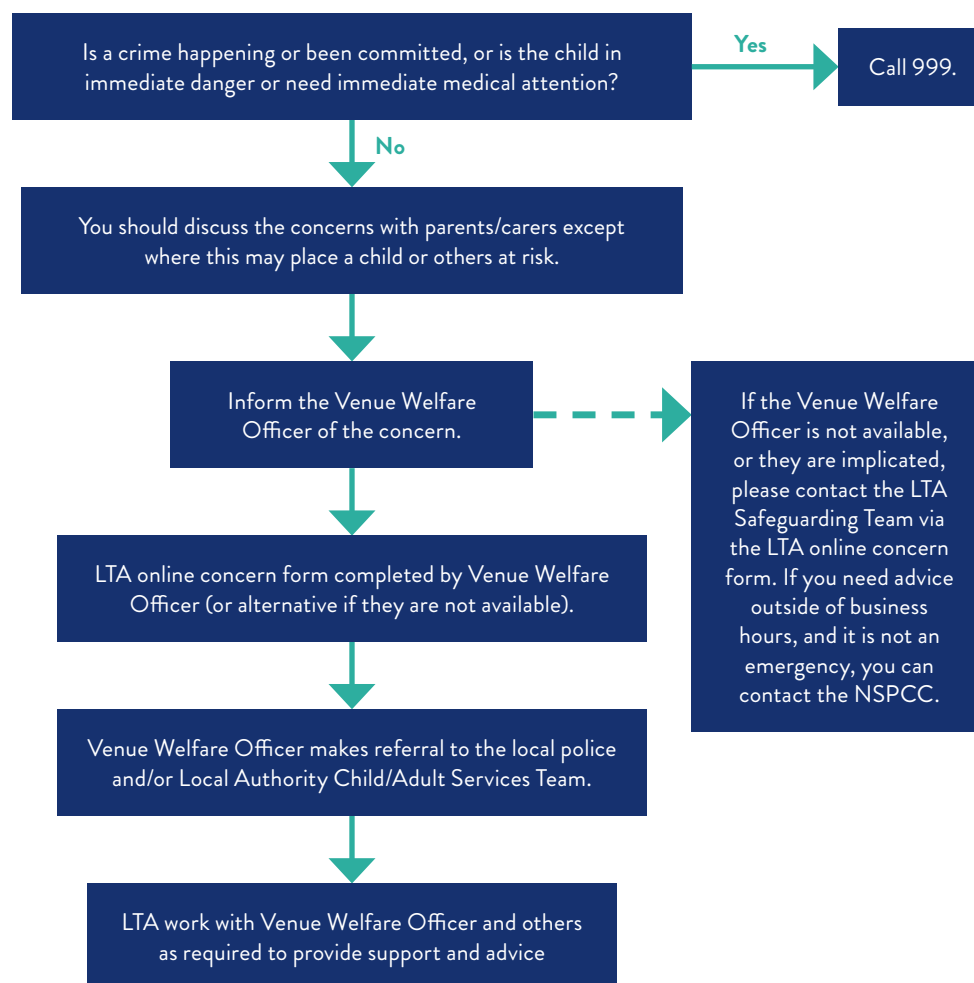
LTA online concern form: safeguardingconcern.lta.org.uk

NSPCC: 0808 800 5000

Emergency Services: 999

APPENDIX B: REPORTING A SAFEGUARDING CONCERN THAT HAPPENS OUTSIDE OF TENNIS*

Concerns about a child (including a person who works with them).



Contacts

LTA Lead Safeguarding Officer:

David Humphrey (contactable via online concern form)

LTA online concern form: safeguardingconcern.lta.org.uk

NSPCC: 0808 800 5000

Emergency Services: 999

*A concern happening outside of tennis means any concern or allegation that has occurred in another setting, e.g. a child being bullied at school, domestic violence at home, etc.

APPENDIX C: DEFINITIONS

Adult at risk:

In England, an individual aged 18 years and over who:

- a) has needs for care and support (whether or not the local authority is meeting any of those needs) AND;
- b) is experiencing, or at risk of, abuse or neglect, AND;
- c) as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

In Scotland, an individual aged 16 years and over who:

- a) is unable to safeguard their own well-being, property, rights or other interests,
- b) is at risk of harm, AND;
- c) because they are affected by disability, mental disorder, illness or physical or mental infirmity, is more vulnerable to being harmed than adults who are not so affected.

In Wales, an individual aged 18 years and over who:

- a) is experiencing or is at risk of abuse or neglect, AND;
- b) has needs for care and support (whether or not the authority is meeting any of those needs) AND;
- c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk

Child: a person under the age of 18 years.

Adult: a person aged 18 years or older

Parent: birth parents, legal guardians and other adults who are in a parenting role.

Participant: anyone participating or seeking to participate in tennis in any way whatsoever whether directly or indirectly. The LTA Disciplinary Code available here: www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations contains the full definition

Safeguarding: the action taken to promote the welfare of children and protect them from harm. This means protecting children from abuse and maltreatment, preventing harm to their health or development, ensuring they grow up with the provision of safe and effective care, and taking action to enable all children to have the best outcomes.

Child protection: the processes undertaken to protect children who have been identified as suffering, or being at risk of suffering, significant harm.

Prohibited conduct: engage, or attempt or threaten to engage, in conduct that directly or indirectly harms the physical and/or mental welfare and/or safety of one or more child or adult at risk; or pose a risk of harm to the physical and/or mental welfare and/or safety of one or more child or adult at risk.

APPENDIX C: DEFINITIONS (CONTINUED)

Abuse: Child abuse happens when a person harms a child. Children may be abused by:

- family members
- friends
- people working or volunteering in organisational or community settings
- people they know
- strangers

Indicators of abuse: There are many signs and indicators that may suggest a child is being abused or neglected. The NSPCC has a comprehensive list of the types of abuse and their indicators at: www.nspcc.org.uk/what-is-child-abuse/types-of-abuse
Examples of signs and symptoms include but are not limited to:

- Unexplained change in behaviour
- Unexplained bruises or injuries
- Missing belongings or money
- Child is not attending/no longer enjoying their sessions
- Changes in weight
- Truancy
- Sexually explicit knowledge or behaviour
- Being withdrawn
- Genital pain, stomach pains, discomfort, pregnancy, incontinence, urinary infections, STDs.

- Dirty, ill-fitting clothes or a lack of appropriate clothing for the weather
- Self-harm.
- A fear of a particular group of people or individual.
- Lack of friends
- Lack or growth or development
- Low self-esteem

Neglect: Ongoing failure to meet the basic needs of children. Neglect may involve failing to provide adequate food or shelter including exclusion from home or abandonment, failing to protect them from physical and emotional harm or danger or failing to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, basic emotional needs.

Emotional abuse: Any act or other treatment which is persistent and may cause emotional damage and undermine a child's sense of well-being. This includes persistent criticism, denigration or putting unrealistic expectations on children, isolation, verbal assault, humiliation, blaming, controlling, intimidation or use of threats.

Physical abuse: Physical abuse happens when a child is deliberately hurt, causing physical harm. It can involve hitting, kicking, shaking, throwing, poisoning, burning or suffocating. It's also physical abuse if a parent or carer makes up or causes the symptoms of illness in children. For example, they may give them medicine they don't need, making them unwell. This is known as fabricated or induced illness (FII).

APPENDIX C: DEFINITIONS (CONTINUED)

Sexual abuse: Any act which involves forcing or enticing a child to take part in sexual activities. It doesn't necessarily involve violence and the child may not be aware that what is happening is abuse. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing.

They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Abusers may threaten to send sexually explicit images, video or copies of sexual conversations to the child's friends and family unless they take part in other sexual activity. Images or videos may continue to be shared long after the abuse has stopped.

Grooming: The process of developing a relationship with and the trust of a child, their family, and any other adults around the child, to commit sexual abuse or exploitation against them. Grooming can happen both online and in person.

Child sexual exploitation: A form of child sexual abuse. It occurs where an individual or groups of people take advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity in exchange for something the victim needs or wants and/or for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation can also take place through the use of technology.

Harmful sexual behaviour: Harmful sexual behaviour (HSB) is developmentally inappropriate sexual behaviour which is displayed by children and which may be harmful or abusive. It may also be referred to as sexually harmful behaviour or sexualised behaviour.

HSB encompasses a range of behaviour, which can be displayed towards younger children, peers, older children or adults. It is harmful to the children who display it, as well as the people it is directed towards.

HSB can include:

- using sexually explicit words and phrases
- inappropriate touching
- using sexual violence or threats
- sexual activity with other children or adults

Sexual behaviour between children is considered harmful if one of the children is much older – particularly if there is more than two years' difference in age or if one of the children is pre-pubescent and the other isn't. However, a younger child can abuse an older child, particularly if they have power over them – for example, if the older child is disabled

APPENDIX C: DEFINITIONS (CONTINUED)

Bullying: Repeated behaviour intended to intimidate or upset a child and/or make them feel uncomfortable or unsafe, for example, name calling, exclusion or isolation, spreading rumours, embarrassing someone in public or in front of their peers, threatening to cause harm, physically hurting someone or damaging their possessions.

Cyberbullying: The use of technology to harass, threaten, embarrass, humiliate, spread rumours or target another child.

Child trafficking: Child trafficking involves recruiting and moving children who are then exploited. Many children are trafficked into the UK from overseas, but children can also be trafficked from one part of the UK to another. Children may be trafficked for child sexual exploitation, benefit fraud, forced marriage, domestic servitude, forced labour, criminal exploitation and more.

County lines: The organised criminal distribution of drugs by gangs from the big cities into smaller towns and rural areas using children. Gangs recruit children through deception, intimidation, violence, debt bondage and/or grooming. County line gangs pose a significant threat to children upon whom they rely to conduct and/or facilitate such criminality.

Discriminatory abuse: Abuse or bullying because of discrimination occurs when motivated by a prejudice against certain people or groups of people. This may be because of an individual's ethnic origin, colour, nationality, race, religion or belief, gender, gender reassignment, sexual orientation or disability. Actions may include unfair or less favourable treatment, culturally insensitive comments, insults and 'banter'.

Domestic abuse: Domestic abuse is any type of controlling, coercive, threatening behaviour, violence or abuse between people who are, or who have been in a relationship, regardless of gender or sexuality. It can include physical, sexual, psychological, emotional or financial abuse.

Exposure to domestic abuse is child abuse. Children can be directly involved in incidents of domestic abuse or they may be harmed by seeing or hearing abuse happening. Children in homes where there is domestic abuse are also at risk of other types of abuse or neglect.

Female genital mutilation: Female genital mutilation (FGM) is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision or cutting. The age at which FGM is carried out varies. It may be carried out when a child is new-born, during childhood or adolescence, just before marriage or during pregnancy. There are no medical reasons to carry out FGM.

APPENDIX C: DEFINITIONS (CONTINUED)

Hazing: Rituals, initiation activities, actions or situations that occur with or without consent, which recklessly, intentionally or unintentionally endanger the physical or emotional well-being of vulnerable groups.

Honour-Based Violence: Honour-Based Violence (HBV) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including Female Genital Mutilation (FGM), forced marriage, and practices such as breast ironing. All forms of HBV are abuse.

Infatuations: Children may develop an infatuation with a person who works with them. Such situations should be handled sensitively to maintain the dignity and safety of all concerned. People who work with children should be aware, that in such circumstances, there is a high risk that words or actions may be misinterpreted and that allegations could be made against them. These people should therefore ensure that their own behaviour is above reproach. Situations where a child is infatuated should be raised at the earliest opportunity with the Welfare Officer and LTA Safeguarding Team.

Peer-on-peer abuse: Children can be taken advantage of or harmed by their peers. Peer-on-peer abuse is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between individuals and within relationships (both intimate and nonintimate).

Radicalisation: The process by which a person comes to support terrorism and forms of extremism leading to terrorism. Anybody from any background can become radicalised. The grooming of children for the purposes of involvement in extremist activity is a serious safeguarding issue.

APPENDIX D: LEGISLATION, GUIDANCE AND REGULATIONS

Our approach to safeguarding is based on the principles recognised within UK legislation as well as Government guidance. These include:

- Age of Legal Capacity Act 1991 (Scotland)
- Keeping Children Safe in Education 2022
- Care Act 2014
- Police Act 1997
- Children Act 1989
- Protection from Abuse Act 2001 (Scotland)
- Children Act 1995 (Scotland)
- Protection of Children Act 1999
- Children Act 2004
- Protection of Children and Prevention of Sexual Offences Act 2005 (Scotland)
- Children (Equal Protection from Assault) Act 2019 (Scotland)
- Protection of Freedoms Act 2012
- Children and Social Work Act 2017
- Protection of Vulnerable Groups Act 2007 (Scotland)
- Children and Young People Act 2014 (Scotland)
- Rehabilitation of Offenders Act 1974
- Commissioner for Children and Young People Act 2003 (Scotland)
- Safeguarding Vulnerable Groups Act 2006
- Criminal Procedure Act 1995 (Scotland)
- Sexual Offences (Amendments) Act 2000
- Data Protection Act 1998
- Sexual Offences Act 2009 (Scotland)
- Disclosure Act 2020 (Scotland)
- Sexual Offences Act 2003
- Equalities Act 2010
- Social Services and Well-being Act 2014 (Wales)
- European Convention on Human Rights 1950
- The Age of Criminal Responsibility Act 2019 (Scotland)
- General Data Protection Regulations 2018
- United Nations Convention on the Rights of the Child 1989
- Getting It Right For Every Child (GIRFEC) (Scotland)
- Wales Safeguarding Procedures
- Human Rights Act 1998
- Working Together to Safeguard Children 2018 (revised 2020)
- Information Sharing Advice for Safeguarding Practitioners 2018

The LTA also has a number of related policies and procedures in place that govern our activities and the game of tennis which can be found here: www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations

APPENDIX E: ADDITIONAL INFORMATION AND SUPPORT

Alcoholics Anonymous

Free helpline for alcohol issues.

0800 9177 650

help@aamail.org

www.alcoholicsanonymous.org.uk

Anger Management

British Association of

Anger Management (BAAM)

0845 130 0286

www.angermanage.co.uk

Beat

Provides support on all aspects of eating disorders.

0808 801 0677 (over 18s)

help@beateatingdisorders.org.uk

Bipolar UK

Support to enable people affected by bipolar disorder/manic depression to take control of their lives.

0333 323 3880

info@bipolaruk.org

www.bipolaruk.org.uk

ChildLine

ChildLine help anyone under 19 in the UK with any issue they are going through.

08001111 or you can email or live chat at:

www.childline.org.uk/about/about-childline

Galop

Emotional and practical support for LGBT people experiencing domestic violence.

0800 999 5428

help@galop.org.uk

Men's Advice Line

Information, support and advice to men experiencing domestic violence, offered by Respect.

0808 801 0327

info@mensadviceline.org.uk

Mind

Information, advice, guidance and support for people with mental health problems.

0300 123 3393

info@mind.org.uk

National Domestic Violence Helpline

Run in partnership between Women's Aid & Refuge.

0808 2000 247

NAPAC

The National Association for People Abused in Childhood (NAPAC) offers support to adult survivors of all types of childhood abuse.

0808 801 0331

napac.org.uk

NSPCC

The NSPCC can support with any concerns about a child's safety or well-being.

0808 800 5000

help@nspcc.org.uk

APPENDIX E: ADDITIONAL INFORMATION AND SUPPORT

One in four

Specialising in working with survivors of childhood sexual abuse and sexual violence. Offers long-term 1-1 therapy.

0208 697 2112

admin@oneinfour.org.uk

www.oneinfour.org.uk

Relate

Counselling and relationship education for couples. Live chat line service also available.

0300 100 1234

www.relate.org.uk

Samaritans

Call **116 123** for free – Whatever you're going through, a Samaritan will face it with you.

www.samaritans.org

Sane

Deals with all aspects of mental illness including depression, schizophrenia and anxiety.

0845 767 8000

www.sane.org.uk

The Survivors Trust

The Survivors Trust is the largest umbrella agency for specialist rape and sexual abuse services in the UK

01788 550554

www.thesurvivorstrust.org

Talk to Frank

National organisation providing advice regarding drugs and substance abuse. On-line live chat service also available.

0300 123 6600

www.talktofrank.com

