



**Bermuda Lawn Tennis Association
Safeguarding and Protection Policy for
Junior Players**

Bermuda Lawn Tennis Association

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Date of Policy: September 9, 2025

Policy Review Date: Annually, or as required by changes in legislation or ITF/SCARS guidelines.

1. Statement of Commitment

The Bermuda Lawn Tennis Association (BLTA) is committed to providing a safe, positive, and inclusive environment for all its junior players, officials, coaches, staff, and volunteers. The welfare and well-being of every junior player is of paramount importance. The BLTA pledges to protect all children and young people under the age of 18 from all forms of abuse, neglect, harassment, and harm.

This policy is a testament to that commitment and has been developed in strict accordance with the International Tennis Federation's (ITF) Child Safeguarding and Protection Policy and Bermuda's SCARS (Saving Children and Revealing Secrets) program, as outlined in the Bermuda Children Act 1998.

2. Scope

This policy applies to all individuals and organizations associated with the BLTA, including, but not limited to:

- BLTA Board members and staff.
- Coaches and Assistant Coaches.
- Volunteers, including team managers and chaperones.
- Tournament Directors, Officials, and Umpires.
- Parents and guardians of junior players.
- All junior players under the age of 18.
- Any person acting on behalf of or representing the BLTA.

3. Key Principles

The BLTA upholds the following core principles:

- **Welfare is Paramount:** The welfare of every junior player is the first and foremost consideration.
- **Everyone's Responsibility:** Safeguarding is the responsibility of everyone involved with the BLTA. All individuals are obligated to be vigilant and report any concerns.
- **Zero Tolerance:** The BLTA has a zero-tolerance policy for all forms of child abuse,

including physical, emotional, and sexual abuse, as well as neglect and poor practice.

- **Safe and Respectful Environment:** Every junior player has the right to participate in tennis in a safe, respectful, and enjoyable environment.

4. Designated Safeguarding Officer (DSO)

The BLTA Board will appoint a Designated Safeguarding Officer (DSO) who is the focal point for all safeguarding matters. The DSO's responsibilities include:

- Serving as the first point of contact for all safeguarding concerns.
- Ensuring all staff, coaches, and volunteers are aware of this policy and their responsibilities.
- Maintaining confidential records of reported concerns and actions taken.
- Liaising with external agencies, including the Department of Child & Family Services (DCFS), SCARS, and the Bermuda Police Service.
- Ensuring mandatory training and screening procedures are followed.

5. Recruitment and Screening (SCARS Program Compliance)

In compliance with the SCARS program and the Bermuda Children Act 1998, the BLTA will ensure the following:

- All individuals seeking to work with or volunteer for the BLTA in any capacity that involves contact with junior players must undergo a mandatory and up-to-date criminal record check and vulnerability sector check.
- The BLTA will require proof of completion of the SCARS training program from all coaches, staff, and regular volunteers.
- References will be thoroughly checked, and any gaps in employment or volunteering history will be questioned.
- A formal interview process will be conducted for all paid and volunteer positions.

6. Code of Conduct

All individuals involved with the BLTA must adhere to the following Code of Conduct.

For Coaches, Staff, and Volunteers:

- Treat all junior players with respect and dignity.
- Avoid any form of emotional, verbal, or physical abuse.
- Never be alone with a junior player in an unsupervised setting.
- Communicate transparently with parents and guardians.
- Report any concerns about a child's welfare, no matter how small, immediately.

For Junior Players:

- Treat all coaches, officials, peers, and opponents with respect.
- Report any behavior that makes you feel unsafe, uncomfortable, or distressed to a trusted adult, coach, or the DSO.

- Adhere to all tournament rules and regulations.

7. Reporting Procedures

The BLTA operates under a mandatory reporting obligation, as required by the Bermuda Children Act 1998.

- **Duty to Report:** Any person associated with the BLTA who has reasonable grounds to suspect that a child is suffering or has suffered significant harm, whether on or off the tennis court, **shall forthwith report** that information.
- **Internal Reporting:** Report concerns immediately to the BLTA's Designated Safeguarding Officer (DSO).
- **Direct Reporting to Authorities:** The BLTA strongly supports and encourages direct reporting to the appropriate Bermuda authorities if there are immediate concerns about a child's safety.
 - **Department of Child & Family Services (DCFS) Kids Hotline:** (441) 278-9111
 - **After Hours:** (441) 295-0011
 - **Bermuda Police Service:** 211 or (441) 295-0011

When making a report, the person reporting is asking for an investigation to take place; it is not their responsibility to prove that abuse has occurred. The identity of the reporter can be kept confidential, but it may be disclosed if required by law.

8. Policy Implementation and Review

The BLTA Board is responsible for the implementation of this policy. All members, staff, and volunteers will receive a copy of this document and undergo training to understand its contents. This policy will be reviewed on an annual basis to ensure it remains current and effective and is updated in line with any changes to the ITF or Bermuda's SCARS program.

Policy Acknowledgment:

By accepting a position or membership with the Bermuda Lawn Tennis Association, I confirm that I have read, understood, and agree to abide by the terms of this Safeguarding and Protection Policy. I understand my obligation to report any concerns about a child's welfare.

Signature: _____

Date: _____

Printed Name: _____