

Anti-Bullying Policy & Procedure

Richmond Junior Chess Club

Version 1.1

27 July 2017

Version History

| Date | Version | Author | Reason for Update |
|------------|---------|--------|--|
| April 2013 | 1.0 | MG | Initial Version |
| 25/07/2017 | 1.1 | PM | Annual update. Minor format and textual changes. |

Review Schedule

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|--------------|--------------|---|
| LAST UPDATE: | 27 July 2017 | Paul McKeown (Safeguarding Officer – RJCC) |
| NEXT REVIEW: | 26 July 2018 | Or before, on publication of new applicable legislation, or updated advice from the Local Safeguarding Children Board (LSCB) in Kingston and Richmond |

Anti-Bullying Policy

Purpose

At Richmond Junior Chess Club (RJCC), we expect each child to work together with the Coaches to prevent any form of bullying. If a child is being made unhappy by another child – or if a child witnesses an incident in which a child is being unpleasant to another – then we expect that child to report this immediately to one of the Coaches. Children will be reminded of our policy at the Club.

We are determined that RJCC should be a happy and harmonious place, free from bullying. RJCC will not allow any individual to spoil the happiness of others.

What is Bullying?

Bullying is the act of hurting another person. Bullying results in pain and distress to the victim. Bullying can take various forms:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Verbal name-calling, sarcasm, spreading rumours, teasing

Differences are celebrated at RJCC; anything which negatively focuses on differences is bullying and is wrong.

Some examples are:

- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive or inappropriate comments
- Homophobic: because of, or focussing on, the issue of sexuality

Cyberbullying

The use of text messages, email, or social networking sites to isolate, humiliate or spread rumours about others is a serious and potentially criminal act. Bullying in this manner can and will lead to permanent exclusion from the club. At RJCC, we ask that all children only use their mobile phones to contact parents.

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Procedure

1. If bullying is suspected then the concerns are immediately investigated. What happens if the suspicion is confirmed? Various courses of action may be appropriate depending on the situation.
 - a) It may be appropriate to bring the victim and the bully or bullies together and talk the matter through. This reaction can often work well if it is the first occurrence of such bullying.
 - b) It may just be appropriate to tell the bully in no uncertain terms that this behaviour must not happen again. This action may be appropriate in any case of bullying but particularly if the victim is younger than the bully.
2. Which member of the coaching team will deal with the situation? It will generally be the Coach on hand with the class. All coaches will be informed of any issues. It is likely that the parents of both parties will also be informed.
3. If the bullying occurs again, then the parents will be brought into the discussions. It may be necessary to exclude a child temporarily, or, in extreme cases, permanently. We will not tolerate bullying at RJCC.

In keeping with the Club's ethos of transparency, it is equally important that members of Coaching Team are scrupulously fair in their dealings with the children in their care.