

Rob Willmoth Chess Coaching Ltd.
Anti Bullying Policy
Dated 1st Sep 2023

Rationale

It is our aim to create a mutually caring relationship between all staff of Rob Willmoth Chess Coaching Ltd. and the children and adults the company interacts with. It is the responsibility of all members of this community to eradicate bullying by developing structures and following procedures to prevent and deal with bullying incidents.

Purpose

- To define bullying
- To recognise forms of bullying
- To prevent bullying
- To deal with bullying promptly and appropriately when it is reported

Guidelines:

What is bullying?

Bullying can be emotional, physical, verbal, or a combination of all three.

Bullying is an oppressive, systematic, organised and continuous act.

Bullying is a term that is sometimes misapplied to one-off incidents. This devalues the act of bullying, which can be an altogether more traumatic experience for the victim.

Bullying can be a one-off act for the victim but also a repeated behaviour pattern for an individual.

We recognise that children, adults who bully or who are victims of bullying, may need emotional support and this is always taken into consideration when investigating incidents.

Examples

Bullying is a term that covers a wide range of hurtful behaviour:

Physical: pushing, kicking, hitting, pinching, any form of violence, threats.

Verbal: name-calling, sarcasm, spreading rumours, persistent teasing.

Emotional: tormenting, threatening, ridicule, humiliation, exclusion from Associations or activities.

Racist: racial taunts, graffiti, gestures.

Sexual: unwanted physical contact, abusive comments, use of sexist and homophobic language.

Technology: hurtful behaviour through messages and /or social networking sites

Severity of bullying

Bullying ranges from the above-mentioned inappropriate behaviour to vicious assaults. The severity of the bullying along the continuum should be gauged by the distress/damage caused to the victim.

The frequency of bullying

There is no definitive time scale for bullying.

Bullying can take place several times a week or day. It can go on for months or years.

It does not take long to damage the victim or corrupt other children who witness it.

Recognising signs of bullying

- unwillingness to come to school
- a significant change in behaviour -withdrawn/aggressive behaviour
- complaining of physical symptoms
- complaining about missing possessions
- educational attainment being slowly or suddenly reduced
- refusal to talk about the problem
- being easily distressed
- damaged or incomplete work

Dealing with bullying

Rob Willmoth Chess Coaching Ltd. has a Behaviour Policy to ensure appropriate behaviour during any interactions between the company and outward facing in respect of coaching

When a behaviour incident occurs, the people involved follow procedures outlined in the behaviour policy.

If it is then thought that the incident could be bullying, the incident should be reported to a member of the safeguarding team. If the member of safeguarding team considers that the incident concerned is bullying then the following procedures will be followed:

1. All those involved should be interviewed separately by that member of the safeguarding team
 - a) Interview with the victim. This should focus on the feelings of the victim and reassure them that they have sought the right support by informing the safeguarding representative. The incident should then be discussed and a record kept. The victim should be informed that the others involved will also be interviewed and that if necessary further action taken.
 - b) Interview with the bully. This should focus on the feelings of the victim in an attempt to help the bully understand the effects of their actions. The meeting should also give the bully an opportunity to explain possible reasons for their behaviour. At this stage a decision about whether to inform parents will be made.
2. The member of staff should record their discussions with both parties on the bullying form and file it in the behaviour incidents file kept by the Inclusion Manager.

3. Racial and homophobic incidents are recorded on the relevant form in the racial and homophobic incident form. These forms are filed in the behaviour folder.
4. As far as possible, the strategies and/or actions put in place will focus on positive reinforcement for appropriate change of behaviour. It will also focus on the person understanding the consequences of his/her actions as inappropriate, detrimental and hurtful to others. This may mean a sanction.
6. The behaviour of the person involved will be monitored.
7. If another incident occurs with the same person or company, the same procedure as above for collecting evidence will be followed.

Conclusion: The company should be a happy and safe working environment for all members and the people they interact with. The ethos of a mutually caring environment will be promoted through both our Anti-bullying and other equalities policies as well as through the delivery of our curriculum.