



BALLYROAN JUNIOR CHESS & SOCIAL CLUB

"THE KNIGHTS OF ÉANNA"

Anti-bullying Policy

As a community, we aim to nurture mutual respect among all members in a safe environment. The personal and social development of all is promoted. The club is committed to providing an ordered learning environment which encourages the club community to realise its full potential. In our Mission statement the club seeks to provide a safe and respectful environment. The club partners seek to promote personal dignity and safety so that all members of the club community can work and play together, free from harassment, bullying or disruption. In a true spirit of partnership, team-work is encouraged and the dignity and diversity of each individual is respected and celebrated. We believe that supporting members in this way can create an atmosphere in which their health and well-being are protected

This Anti-Bullying Policy is part of the Ballyroan Community Chess Club Development Plan and intersects, links and overlaps with elements of Behaviour, Child Protection and Relationships Policies.

Definition of Bullying:

Bullying is repeated aggression conducted by an individual or a group against others - such aggressive behaviour may be verbal, psychological or physical. Occasionally one incident of a behaviour which has not been repeated or persistent may be deemed to be bullying if it fulfils all other descriptions of bullying. We recognise that one unkind act may be significant enough for the target as to have a long term or lasting effect. Our response to such an action may be guided by the terms of our anti-bullying policy. For the purposes of this policy the term bullying also encompasses harassment and sexual harassment, defined as follows:

- ♣ Harassment: any form of unwanted conduct in relation to any of the nine grounds named in the equality legislation that has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading or offensive environment for the victim.
- ♣ Sexual harassment: any form of unwanted verbal, non-verbal or physical conduct of a sexual nature that has the purpose or effect of

violating a person's dignity and creating an intimidating, hostile, degrading or offensive environment for the victim. The nine grounds are gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community. Types of behaviour involved The Guidelines provide assistance in identifying and describing the types of behaviour involved in bullying. The means of bullying are constantly changing and the following list of types of bullying behaviour can be expanded in light of the experience of the club community:

- Physical aggression • Damage to property • Extortion • Intimidation • Gestures • Silent telephone/mobile phone calls • Abusive telephone/mobile phone calls • Abusive text messages • Abusive email/website messages • The production, display or circulation of written words, pictures or other materials aimed at intimidating another person • Isolation & exclusion • Harassment based on any of the nine grounds in the equality legislation e.g. sexual harassment, homophobic bullying, racist bullying etc. • Name calling • Slagging • A combination of any of the types listed.

The form of bullying behaviour popularly known as cyber bullying is included in the above list and will be treated in the same manner as other forms of bullying behaviour. However, this policy recognises the public nature of cyber bullying and the potential for such material to be viewed by unlimited worldwide audience and that it may not be possible to retract or remove such material from the internet. Given the nature of cyber bullying and the potential for humiliation on a grand scale it may be necessary for severe sanctions to be imposed for the first offence of this form of bullying.

This list is not intended to be exhaustive. It sets out to illustrate the kind of behaviours that will be regarded as constituting bullying and harassment Scope of the policy: This policy covers all within the club community. It refers to times when members are in club, in the vicinity of the club or on club trips. Given the nature of cyber bullying this policy also seeks to deal with inappropriate bullying behaviour that occurs between members of the club community outside club time.

The Ballyroan Community Chess Club Anti-Bullying Policy is implemented by the entire club community under the leadership of the Club Chair. The Anti-Bullying Team is led by a Special Duties management member who has responsibility for leading the Anti-Bullying Team, implementing the Policy and reporting to the club Chair. The anti-bullying programme in the club consists of a two strand approach.

Strand One: Prevention: Knowing that bullying can occur anywhere that people come together, our priority is to work to ensure our members learn to recognise and reject the behaviour as being harmful to the health,

well-being and dignity of all involved and on this basis to report it so that the issue can be dealt with.

Strand Two: Intervention: In responding to bullying when it happens in the club our aim is first and foremost to stop the behaviour in order to make the environment safe for the person who is being targeted. Strand one is aimed at prevention through awareness raising. Our team of volunteer's works with members to encourage them to be pro-social in their thinking and acting, to be aware of others, accepting difference and acknowledging their own difference and their right to be so.

We seek their support in identifying members we should particularly watch out for and inform them of the club's stance on interpersonal behaviour and our emphasis on respect for self and others. We aim to highlight bullying as anti-social behaviour which has a damaging effect on all - the person who is targeted, the person who is bullying and the one who is looking on. The individual's power in making choices regarding behaviour is also emphasised.

Our emphasis is on changing and stopping this behaviour and our message to members is that should they be concerned that one of their peers or even one of their friends is bullying someone then by telling we can help this member to change their behaviour.

Our approach is the "No Blame Approach" of George Robinson and Barbara Maine which carries with it consequences but initially not punishments. We are also guided by the "Shared concern" philosophy of Pika, where all are encouraged to participate in the resolution of the problem. Information will lead to an investigation and an intervention beginning with a survey of the members where the situation is thought to be occurring.

Once information has been received, the member(s) who is (are) alleged to be bullying is (are) interviewed. The interview is very structured involving the use of documentation. While working through these forms members are made aware of the procedure being used to investigate and of the fact that should they themselves ever find themselves on the receiving end of negative behaviour from others they too will be supported. In the event that bullying has occurred a member may be quite aware of their behaviour and working through this procedure comes to recognise the effects on others. On other occasions the member may only come to that recognition following interview. On these occasions the member undertakes to treat the other member with respect, giving a verbal promise which is noted by the interviewer or signing a promise to that effect which is also signed by the team member.

In the event of a particularly gross incident of bullying behaviour an Anti-Bullying Discipline Committee comprising of the Club Chair, Vice Chair and the Anti-Bullying Co-ordinator will convene to advise on the imposition of

a significant sanction. The Anti-Bullying Discipline Committee may also be convened in the case of a serious cyber bullying incident. We regard re-offending as a choice. Members who re-offend go through the same procedure of investigation and interview. Once we are clear that bullying has occurred the member is offered an opportunity to again commit, signing a promise, to treat the target of his bullying respectfully. On this second occasion the member's parents/guardians are also asked to sign.

This Anti-Bullying Policy was ratified by the AGM held on the

Signed..... (Club Chair)

Signed.....(Secretary/
Vice Chair)