



## Equalities / Anti Bullying Charter



### What we believe:-

- Everyone has the right to feel welcome, safe and happy at our school
- We will treat everyone with respect
- Our on-line behaviour will be as respectful as our off-line behaviour
- If bullying happens it will be dealt with quickly and effectively
- We know where to get support if we need it





## Equalities

We celebrate difference and treat people equally and with respect , regardless of :-

- their ethnic background
- their country of birth
- their gender identity (male, female, other )
- their participation in activities which are traditionally thought of as being "male" or "female"
- if they are lesbian, gay, bisexual or transgender (LGBT)
- any special need or disability
- if they are struggling with their mental health
- how much money their family has
- where their family lives
- their religious beliefs
- their body / the way they look or the clothes they wear
- if they are in care , adopted or a young carer



## What do we mean by respect ?

- Listening to people
- Being kind to people
- Including people
- Making sure that "banter" , teasing and fun don't offend people
- Supporting people when they're struggling physically ,mentally or emotionally



## What is bullying ?

*'The repetitive, intentional hurting of one person by another or by a group. Bullying can be carried out physically, verbally, emotionally or on-line .(Anti-Bullying Alliance)*

## What bullying isn't

- *Falling out with / arguing with friends*
- *Sometimes wanting to play on your own / with different friends*
- *Disagreeing with someone*
- *Other friendship / relationship issues (as long as they are not targeted to hurt a person or a group )*



## **Social Media**

- We will use social media responsibly/ sensibly
- We will make sure our messages, texts ,images are positive and respectful
- We will make sure our on-line behaviour is as respectful as our off-line (face to face) behaviour
- We realise that sending offensive , rude or upsetting messages or images could result in police or Local Authority involvement and that we could get into serious trouble.

## **What we do when someone is unkind or disrespectful:-**

### **What children can do**

- Try to sort it out between us
- Get support from a friend or friends
- Get support from the E Team / Anti-Bullying Ambassadors / Playground Buddies

### **When it is more serious / someone is being bullied :-**

- Tell the person responsible to stop
- Tell an adult you trust
- Tell people at home
- Get support from your friends / the E Team / Anti-Bullying Ambassadors / Playground buddies
- Keep on telling people until it gets sorted out

### ***What the school does (see Appendix 1 flowchart)***

- Listens to what the child says and what the child wants to happen
- Establishes the facts by speaking to those concerned
- Acts quickly to get it resolved

- Lets parents / carers know what is happening (ideally by phone or face-to-face contact if it is a serious incident)
- Gives support to the child targeted and - as appropriate - the child/ren responsible
- Involves the police / Local Authority in serious incidents
- Follows the school's Anti-Bullying Policy

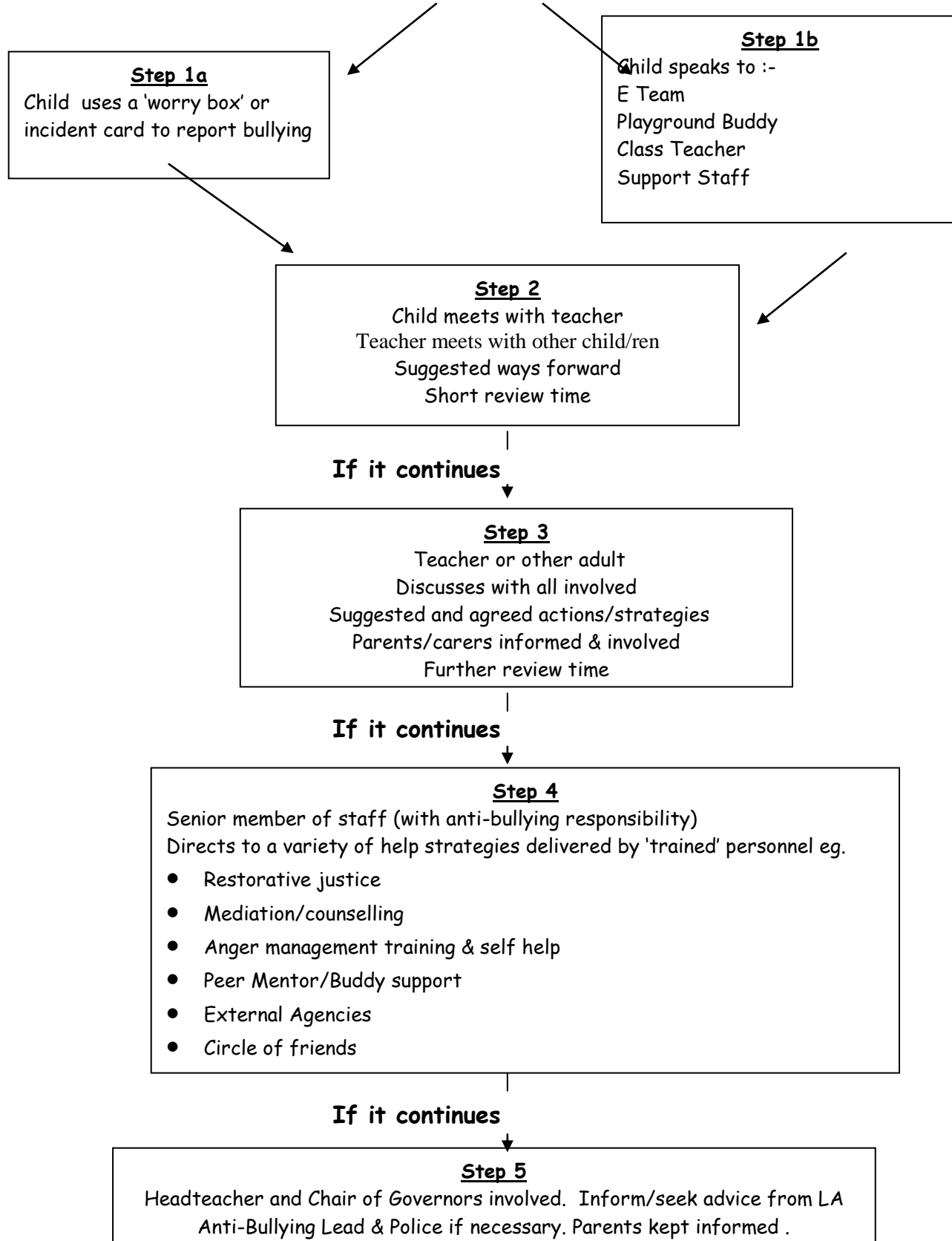
### **What parents / carers should do**

- Listen and provide reassurance that things can get better when action is taken
- Try to establish the facts
- Discuss with your child what they would like to happen next and talk about options
- Don't encourage retaliation - it could cause worse problems
- Stay as calm as you can
- Be mindful about the effect on children involved of sharing details (e.g. via social media)
- Discuss with the school if there is a concern
- Encourage your child to get involved in activities that build their confidence and self-esteem

See also [B&NES Anti-Bullying Web pages](#) for further advice for young people, staff and parents

## Appendix 1 : PROCEDURES IN SCHOOL FOR REPORTING BULLYING

### Child is bullied (if serious go to Step 3)





## ***Approval of Charter***

- We understand what is meant by equal and respectful behaviour
- We pledge to treat everyone in our school community with respect
- We know where children can get help in and out of school
- We believe that our school takes bullying seriously and acts upon it swiftly

### **Signed**

\_\_\_\_\_ Children Representatives (e.g. E Team)

\_\_\_\_\_ Staff Anti-Bullying Lead

\_\_\_\_\_ Governor Anti-Bullying Lead

\_\_\_\_\_ Parent/Carer Representatives

\_\_\_\_\_ Headteacher

**Date** \_\_\_\_\_

This Charter has been developed and adopted in consultation with the whole school community