



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

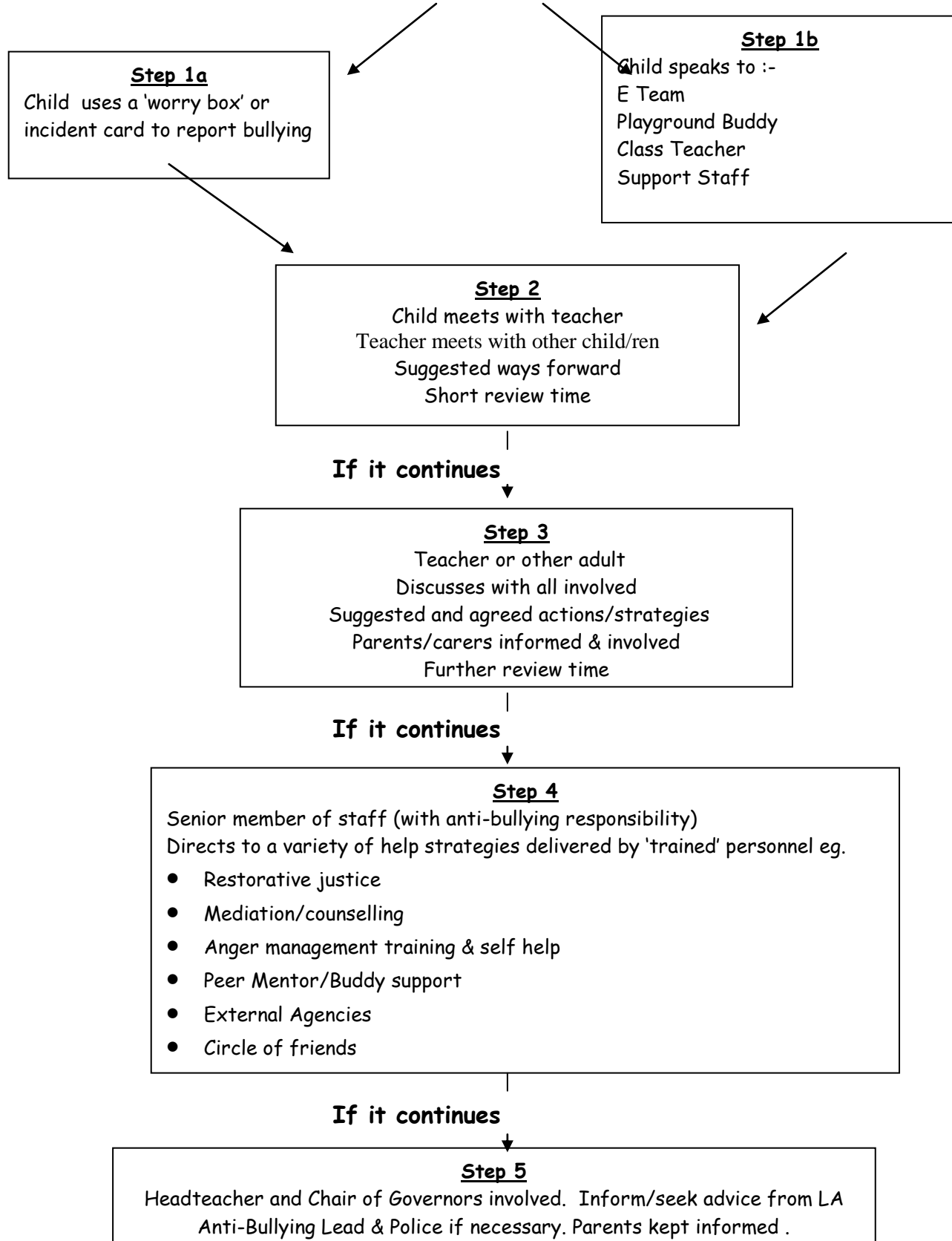
What parents / carers should do

- 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