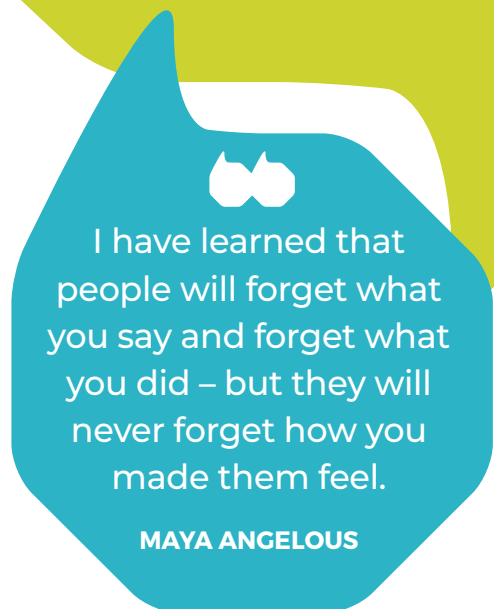


Cheshire Anti-Bullying Charter



Statement of intent

We are committed to providing a caring, friendly, tolerant and safe environment for all of our communities so they can participate in positive work, learning, social activity and enjoy a happy retirement. Bullying of any kind is unacceptable for anyone here in Cheshire, Warrington and Halton.



I have learned that people will forget what you say and forget what you did – but they will never forget how you made them feel.

MAYA ANGELOUS

Cheshire Anti-Bullying Commission definition of bullying

There is currently no legal definition of bullying; however there are three agreed defining features of bullying:

- 1** a victim is targeted by an individual or group on a regular basis (it is repeated).
- 2** there is intention to harm or humiliate physically or emotionally.
- 3** there is a power imbalance, the victim is fearful of those targeting them.

This charter is designed to complement the same principles and standards of anti-bullying work driven by proactive schools, colleges and Safeguarding Partnerships across the Region. This Charter recognises the impact of bullying on adults - in the work place and communities, and the need to challenge harassment and bullying behaviour as it affects all of our learners, our employees and residents.

Cheshire Anti-Bullying Charter



The signatories of this charter are committed to challenging all forms of bullying which can take many forms including:



Physical

e.g. hitting, kicking, taking or destroying belongings.

Verbal

e.g. name calling, insulting, mimicking, coercion, harassment, intimidation.



Emotional

e.g. spreading nasty stories about someone, shunning (excluding someone from social groups), behaviour that might result in psychological harm/ trauma.

Online/cyber

e.g. mobile phone calls, text messages, pictures or video clips, emails, chat rooms, instant messaging, social networking websites, sharing private messages or communications.



David Keane
Police & Crime
Commissioner
for Cheshire

Cheshire Anti-Bullying Charter



There are several factors that might mean people are at greater risk of becoming the target of bullying. Often these are linked to an actual or a perceived 'difference' that affects their status or makes them 'stand out' in the eyes of the bully.

Signatories of this charter will champion the rights, safety and needs of those residents' subject to bullying with factors including:

- having a disability
- having learning difficulties or long-term health conditions (including mental health problems)
- Level of ability as a worker, employee or volunteer
- social choices (such as belonging to different social groups or dress sense)
- level of affluence
- religion/belief
- ethnicity
- sexual orientation
- gender identity

However, bullying may not be linked to any of the above factors and, as such, we will believe those who are suffering and take action to stop the abuse and harassment wherever it occurs.



David Keane
Police & Crime
Commissioner
for Cheshire