

Council Meeting - 12 November 2018**Motions****Motion: Anti-Bullying Week 2018****Mover:** Councillor Chris Williams**Seconder:** Councillor Jenny Batt**Council expresses deep concern that:**

1. Counselling service Childline held over 19,000 counselling sessions with children about bullying during 2017/18.
2. Nearly half of lesbian, gay, bisexual and trans young people have been bullied at school for being LGBT.
3. Disabled children and those with special educational needs are around twice as likely to be bullied.
4. Children eligible for free school meals are more likely to be victims of frequent bullying.
5. Trades Union Congress (TUC) research revealed nearly a third of people have been bullied at their workplace.
6. Female employees are more likely to be victims of bullying than males.
7. Of those bullied, half said it had an adverse impact on their performance at work.
8. People of all ages are also bullied because of their race, culture, faith, appearance, identity, socioeconomic status, interests/hobbies, academic ability, mannerisms, and whether they are young carers or looked after children. This bullying can take place in person or online.
9. Dame Laura Cox's report into the Bullying and Harassment of House of Commons staff revealed a dysfunctional workplace- particularly faced by women- where bullying and sexual harassment have long been "tolerated and concealed".

Council notes that:

10. 12th-16th November 2018 is Anti-Bullying Week, organised by the Anti-Bullying Alliance.
11. The theme of this year's Anti-Bullying Week is 'Choose Respect'.
12. The Anti-Bullying Alliance's definition of bullying is: *"the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"*.

13. Bullying behaviour can be done by an individual or by a group, and can be physical, verbal, emotional, sexual or online.
14. The Equality Act 2010 seeks to protect against harassment on the basis of protected characteristics, which include age, sex, disability, gender (including gender reassignment), marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation.

Council resolves:

15. That bullying in any form, by any group or individual, in any walk of life, is unacceptable.
16. To join the UK-wide Anti-Bullying Alliance, which already comprises over 140 organisations and individuals.
17. To adopt the Anti-Bullying Alliance's definition of bullying.
18. That Sutton Council staff are encouraged to undertake the Anti-Bullying Alliance's online training module, so they can feel more confident in identifying and calling out or reporting bullying behaviour.
19. That as councillors we should lead by example in our actions and interactions, and will support efforts in our communities to highlight and end bullying. We will further demonstrate this by signing a pledge that we will refrain from bullying behaviour and instead 'Choose Respect'.
20. That once signed these pledges will be displayed on councillors' official Council website profiles to show that we take bullying seriously and are determined to stand up for our communities.
21. That an external anti-bullying training programme is provided for councillors.
22. To encourage all our borough schools to draw up their own anti-bullying pledge in collaboration with their students.
23. To launch a review to ensure that, for Council colleagues and our residents, there is clear signposting to internal processes and external helplines and support groups- such as Childline, ACAS, Citizens Advice Bureau, Bullying UK, and others.