

Council expresses deep concern that:

- Trades Union Congress (TUC) research revealed nearly half of workers had witnessed bullying at their workplace. <https://www.tuc.org.uk/resource/bullying-work>
- Female employees are more likely to be victims of bullying than males. <https://www.tuc.org.uk/sites/default/files/Bullying%20at%20Work%202019.pdf>

Council notes that:

- 16th to 20th November 2020 is Anti-Bullying Week, organised by the Anti-Bullying Alliance.
- The theme of this year's Anti-Bullying Week is 'United against bullying'.
- 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".
- Bullying behaviour can be done by an individual or by a group, and can be physical, verbal, emotional, sexual or online.

Council resolves:

- That bullying in any form, by any group or individual, in any walk of life, is unacceptable.
- To adopt the Anti-Bullying Alliance's definition of bullying.
- 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.
- 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.
- To launch a review to ensure that for Council colleagues and our residents, there is clear signposting to helplines and support groups- such as Childline, ACAS, Citizens Advice Bureau, Bullying UK, and others.