# ERSCB
## EAST RIDING SAFEGUARDING CHILDREN BOARD

Keeping children and young people safe

## Children and Young People's Anti – Bullying Strategy
## 2017 - 2020

| Date of original document | April 2017 |
|---|---|
| Date document reviewed | |
| Date for next review | April 2020 |

# Contents

# 1. Introduction

1.1 The East Riding Anti-Bullying Strategy was first launched in 2014 and revised in 2016/17. The strategy has been produced in order to ensure that East Riding of Yorkshire Council (ERYC), working with its key Local Strategic Partners, provides support to prevent and reduce the incidence and impact of bullying not only in school settings, but within any setting in the wider community.

1.2 The strategy forms part of a suite of strategies which sit under the overarching East Riding Children and Young People's Strategic Plan 2017-2020.

1.3 There is no statutory duty to produce an anti-bullying strategy; or to collect information or data on bullying from schools and other settings; however, it is vital that we work with children and young people, schools and other settings to challenge all forms of bullying and discrimination and ensure that all children and young people are safe.

1.4 There is, however, a requirement for schools to record data related to bullying incidences. Bullying is one of the reasons why a child who is a perpetrator of bullying, may be excluded from school. In 2014/15, there were no permanent exclusions in the East Riding as a result of bullying, (nationally there were 30 recorded cases). In terms of fixed-terms exclusions during the same period, there were 10 in the East Riding and 3,420 nationally. (This is taken from https://www.gov.uk/government/statistics/permanent-and-fixed-period-exclusions-in-england-2014-to-2015)

As well as schools, other organisations working with children and young people should develop a consistent approach to monitoring bullying incidents and evaluating whether their approach is effective.

1.5 This strategy cannot, however, prevent bullying taking place. When it does happen, therefore, we need to have in place interventions which children and young people value and prefer.

1.6 Our vision and priorities around bullying are shaped by our understanding of local needs and by national priorities. The strategy outlines the legal obligations and powers which exist in all settings in order to tackle bullying, and the principles which underpin the most effective anti-bullying strategies in schools. It also lists further resources which can be used in all settings to prevent and tackle bullying.

1.7 Tackling bullying is everyone's responsibility. Bullying can take place anywhere in our community. This Strategy is aimed at multi agency staff working with Children and Young People with the East Riding of Yorkshire. It is particularly aimed at staff working in the Children and Young People's Directorate of East Riding of Yorkshire Council and other strategic partner organisations including:
- Staff working within schools
- Local authority Staff who work directly with schools (for example, educational psychologists, educational welfare officers, advisory teachers)
- Staff from the Youth and Family Support Services
- Staff who work directly with children and young people, such as youth workers
- Staff in other statutory or community and voluntary sector organisations (including volunteers who are paid/unpaid).

# 2. Strategic Aim

2.1 The aim of this strategy is to help prevent bullying and create safer environments in which children and young people can live, grow, play and learn.

2.2 An Anti-Bullying Strategy Working Group has been established since 2014, the group meets to discuss feedback and monitor delivery of the Anti-Bullying Action Plan. An appointed officer manages this working group and reported to the Vulnerable Children and Young People's Group until January 2017 and to the Early Help and Safeguarding Group which reports to the East Riding Safeguarding Children's Board from February 2017.

The Terms of Reference (TOR) can be found in Appendix 1

# 3. Review of activity from April 2014 – March 2017

What has taken place?
- An Anti-Bullying Conference was held in 2014 for practitioners from all sectors
- Anti-Bullying workshop was held in 2014 for practitioners working with young people with special educational needs and/or disabilities
- Anti-Bullying event held in 2015 for practitioners to share good practice
- Anti-Bullying week – awareness raising occurred on an annual basis
- Families Information Services Hub (FISH) – this includes information for parents, and carers including information for parents and carers of children with SEND
- The Reading Well scheme 'SHELF HELP' provided via all East Riding libraries includes resources for 13-18 years including True Stories by Teens about Bullying

Action Plan 2017-2020 – the action plan can be found in
Appendix 2

The strategic aims are:
1. Strategic Priority 1: Data Collection including Exclusions due to bullying
2. Strategic Priority 2: Consultation with children and young people
3. Strategic Priority 3: Support schools and other organisations working with Children and Young People with their role in preventing bullying
4. Strategic Priority 4: Support for parents and carers
5. Strategic Priority 5: Monitoring, reviewing and evaluating the impact of the strategy

# 4. Definition of Bullying

4.1 Bullying is a sensitive issue for all involved, the victim, parents, professionals, witnesses, bystanders and for perpetrators and their families.

The national Anti-Bullying Alliance defines bullying as *"the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power"*. This is the definition which the East Riding Anti Bullying Strategy has adopted.

Bullying can take many forms including:

- Physical bullying; it involves hitting, kicking and other types of physical harm including destruction of one's possessions
- Verbal bullying; it encompasses name calling, teasing, intimidating and spreading hurtful rumors
- Cyber-bullying; it involves sending harassing, threatening and humiliating text messages, emails, posts, blogs etc. as well as spreading hurtful rumors via the internet and calling on the phone at inappropriate times.

4.2 One person or group can be bullied for various reasons including:

- Race
- Gender
- Sexual orientation and identity
- Disability
- Socio-economic status
- Nationality
- Language
- Religion
- Cultural differences e.g. belonging to a Traveller Community
- Just 'being different' even if only in some small way
- Appearance, such as their hair colour, height, weight, the way they dress, physical disfigurement

- Family circumstances, e.g. being Looked After, having parents/siblings who have disabilities.

The Anti-Bullying Alliance website states that there are many research papers and studies relating to bullying. The website provides key statistics that highlight the importance of our collective work to prevent and respond to all forms of bullying. http://www.anti-bullyingalliance.org.uk/research/key-statistics/

# 5. Hate crime and incident reporting

5.1 In July 2016, East Riding of Yorkshire Council introduced a new Hate crime/incident reporting process, in partnership with Humberside Police, Hull City Council, North Lincolnshire Council and North East Lincolnshire Council.

5.2 There is a legal duty to report all such incidents, and people are encouraged to report any incident, no matter how minor, as the Police are seeking to build a comprehensive picture of hate crimes across the Police force area.

5.3 A Hate Incident/crime is any incident where a person is targeted because of who they are (i.e. age, race, religion, sexuality, etc.) is a hate incident/crime. There are characteristics protected by law (Equality Act 2010). Information on how to report a hate crime can be found on East Riding of Yorkshire Council's website.

# 6. On-line Safety

6.1 The development of Information Communications Technology (ICT) has seen a rapid increase in new forms of bullying behaviours. With wider access to the Internet, e-mail and social media, cyber bullying and associated threatening behaviour (cyber threats) are emerging as key challenges. The local Anti-Bullying Strategy group membership includes representatives who also sit on the East Riding Safeguarding Children's Board (ERSCB) On-line safety group.

The East Riding Safeguarding Children's Board (ERSCB) On-line safety guidance can be found below

Online Safety
Strategy 2016.pdf

Online Safety
Procedures and Guida

# 7. Buswise

7.1 Buswise is a partnership between the council, schools, parents, pupils and local bus companies. This partnership works together to ensure that everyone has a safe (including from bullying) and pleasant journey using either the school bus or public transport.

7.2 Buswise is a comprehensive package of measures designed to address all areas of home to school transport, including:
- bus driver customer care training
- clear disciplinary guidelines for schools
- educational sessions for primary and secondary school pupils
- behavioural expectations.

7.3 Pupils, bus operators and schools are able to report incidents either on line through the web site www.buswise.co.uk or by telephoning (03456) 445959. This will ensure that all incidents are dealt with consistently, enabling timely actions to be taken.

**7.4** The East Riding Anti-bullying strategy group includes a member of staff from Buswise.

# APPENDICES

## APPENDIX 1 – Terms of Reference, East Riding Anti-bullying Strategy Group

**Aim of the Group:** To reduce bullying in the East Riding of Yorkshire

**Output:** To publish an East Riding Anti Bullying Strategy, including an Action Plan, and undertake subsequent monitoring of its delivery.

**Outcomes of the Group**
- The Development and publication of an East Riding Anti Bullying Strategy
- The Development and publication of an East Riding Anti Bullying Action Plan
- The Performance monitoring of the East Riding Anti Bullying Action Plan
- A focused Partnership approach with regard to anti bullying in the East Riding
- Reporting on a regular basis to the ERSCB Early Help and Universal Safeguarding Group and other appropriate groups (including the Children and Young People's Overview and Scrutiny Committee
- Review the strategy and action plan on an annual basis
- Review the strategy group membership on an annual basis

**Membership of the group**
- ERYC Public Health Service (Chair)
- East Riding Voluntary Action Service (ERVAS) (Vice Chair)
- East Riding Voices in Partnership (ERVIP)
- ERYC Service Manager Corporate Parenting
- ERYC Prevention & Education Manager
- ERYC Home to School Transport Officer
- ERYC Partnerships & Participation Strategic Manager
- ERYC Senior Education Welfare Officer
- ERYC ERSC Unit Child Protection Officer (Schools)
- Representation from Primary, Secondary and Special Schools
- Humberside Police

By invitation
- Humber Foundation NHS Trust Child and Adolescent Service Contact Point Manager

**Frequency of meetings**
Initially, the group will meet on a six weekly cycle to enable the development and publication of the strategy and action plan. Subsequently, meetings will be on a six monthly basis.

**Governance**

The publication, delivery and monitoring of the Anti-Bullying Strategy and Action Plan is overseen by the East Riding Safeguarding Children's Board, supported by the Early Help and Universal Safeguarding Group, into which the Anti-Bullying Strategy Working Group will report.

## APPENDIX 2 – Action Plan

**East Riding of Yorkshire Council's Children's Trust Board Anti Bullying Strategy 2017- 2020**

| Outcome | Action | By whom? | By when | Resources |
|---|---|---|---|---|
| **Strategic Priority 1: Data Collection**<br>a) Gain a better understanding of the nature and incidence of bullying and the effectiveness of different interventions<br>b) ERSCB are aware of trends in bullying incidents across settings , which will inform the anti-bullying strategy group action plan | a) Undertake an annual review of schools relating to incidents of bullying and Anti bullying practices | Anti-Bullying Strategy Group | March 2018 | Anti-Bullying Strategy Group time<br><br>Lead officer time |
| | b) Information collected will be collated and analysed | ERSCB Child Protection Officer (Schools) | Annual review -March 2018 onwards | Child Protection Officer (Schools) time |
| | c) Gather evidence based actions through literature searches, desk research (what works) and engagement with young people | Anti-Bullying Strategy Group | Annual review of action plan -March 2018 onwards | Lead officer time |
| | | ERYC Prevention and Education Team (PET) – regarding Return Interviews for Missing Children | Annual analysis and consideration of data | PET Team time |
| | | ERYC Education Welfare Service regarding Home Education (as a result of bullying) | Annual analysis and consideration of data | Education Welfare Service time |

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| **Strategic Priority 2: Consultation with children and young people** Children and young People will contribute to the development of the strategy. | a) Anti-Bullying Strategy Group to link to existing participation forums. Future forum meetings focus on anti-bullying | Community and Participations Officer Children's Participation and Rights Team Youth Action Board Voice and Influence Steering Group Voluntary and Community Groups Families Information Service Hub | | Community and Participations Officer time Time - All members of the Children's Participation and Rights Team Youth Action Board Voice and Influence Steering Group Voluntary and Community Groups Families Information Service Hub |
| Schools take into account the views of children and young people in developing their anti-bullying /behaviour management policies and practices | Schools to develop consultation methods | Schools and school councils | | Schools time |
| **Strategic Priority 3: Support schools and other organisations working with Children and Young People with their role in preventing bullying** Schools feel confident in their anti-bullying policies and practices | a) via the Primary Schools Behavioural and Attendance Partnership and via the Secondary School twilight sessions raise awareness of the | ERYC Education Welfare Service | | ERYC Education Welfare Service time Primary Schools Behavioural and Attendance Partnership budget |

| | | | | |
|---|---|---|---|---|
| Bus drivers understand what bullying is, where it can take place and understand what to do if bullying is occurring | role of schools in prevention bullying<br>b) Developing interventions to prevent bullying including peer mentoring<br>c) Maintain and updated information is available on FISH<br>d) School staff receive training about bullying<br>e) Review the Buswise training for drivers | All members of the anti-bullying steering group<br><br>FISH staff<br><br>Schools and other partners<br><br>Buswise Team | | All members of the anti-bullying steering group time<br><br>FISH staff time<br><br>Staff time<br><br>Staff time |
| **Strategic Priority 4: Support for parents and carers**<br>Information for parents and carers is available on the FISH website | Up to date information is available on the ERYC Families Information Service Hub (FISH) | FISH staff | | FISH staff time |
| **Strategic Priority 5: Monitoring, reviewing and evaluating the impact of the strategy**<br>The number of bullying incidents will decrease each year | a) Anti-bullying group will report on bullying trends.<br>b) The Anti-Bullying action plan will be reviewed and updated every 2 years. | Anti-bullying Strategy Group | Bi-annually | Officers time |

## APPENDIX 3 – Governance

The publication, delivery and monitoring of the Anti-Bullying Strategy and Action Plan is overseen by the East Riding Safeguarding Children's Board, supported by the Early Help and Universal Safeguarding Group, into which the Anti-Bullying Strategy Working Group will report.

**East Riding Safeguarding Children's Board**

**Chair:**                    Independent chair ERSCB

**Officer Contact:**      tbc

**Early Help and Universal Safeguarding Group**

**Chair:**                    Service Manager Safeguarding Board and Unit
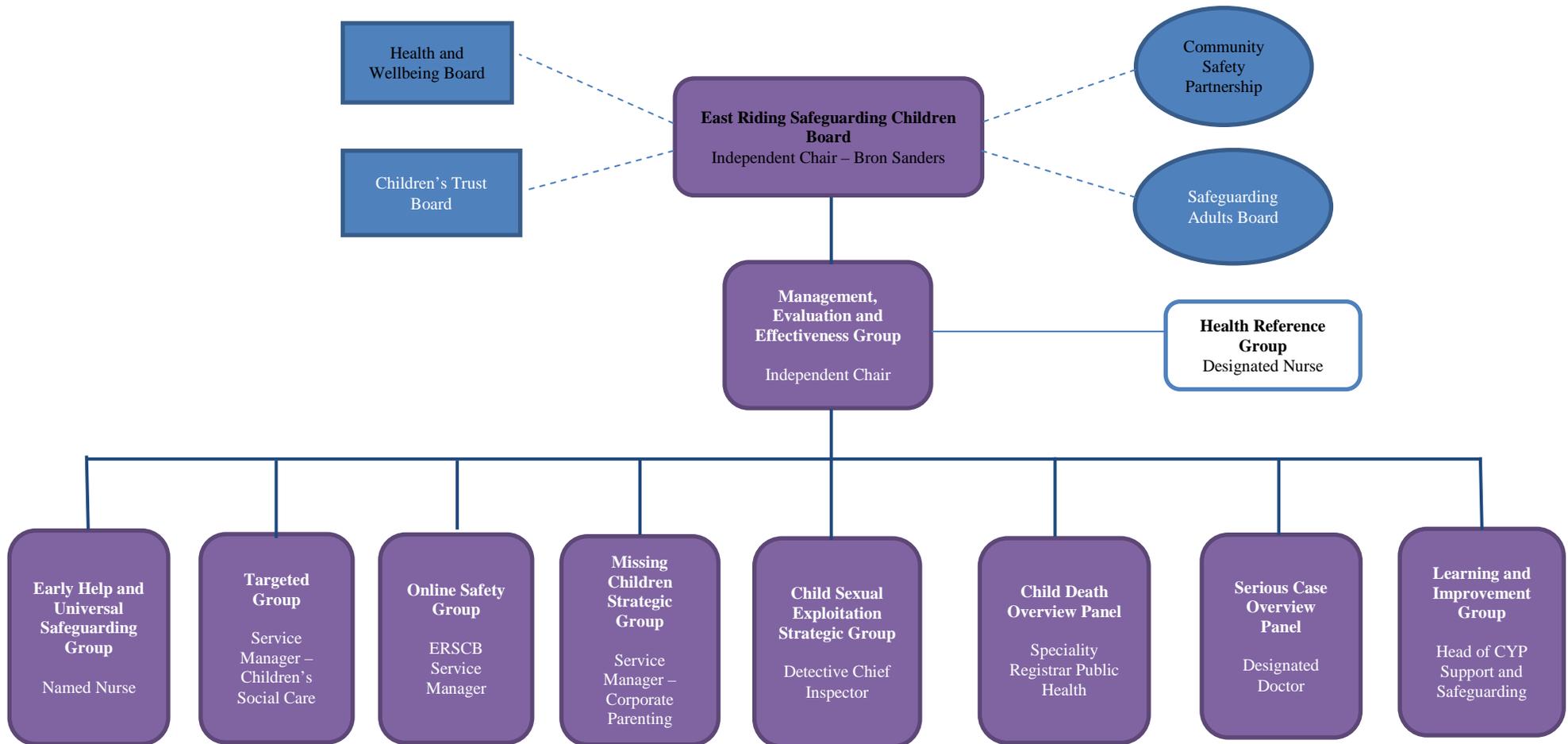
**Officer Contact:**      Public Health Lead, East Riding of Yorkshire Council

**<u>Anti-Bullying Strategy Group</u>**

**Chair:**                    Public Health Lead, East Riding of Yorkshire Council

**Vice Chair:**            East Riding Voluntary Action Services

## East Riding Safeguarding Children Board Governance Structure

Health and Wellbeing Board

Children's Trust Board

**East Riding Safeguarding Children Board**
Independent Chair – Bron Sanders

Community Safety Partnership

Safeguarding Adults Board

**Management, Evaluation and Effectiveness Group**

Independent Chair

**Health Reference Group**
Designated Nurse

**Early Help and Universal Safeguarding Group**

Named Nurse

**Targeted Group**

Service Manager – Children's Social Care

**Online Safety Group**

ERSCB Service Manager

**Missing Children Strategic Group**

Service Manager – Corporate Parenting

**Child Sexual Exploitation Strategic Group**

Detective Chief Inspector

**Child Death Overview Panel**

Speciality Registrar Public Health

**Serious Case Overview Panel**

Designated Doctor

**Learning and Improvement Group**

Head of CYP Support and Safeguarding

## APPENDIX 4 – The law and guidance

Whilst there is no legal definition of bullying there is still some Law and guidance which schools and other settings must have regard to.

The Anti-Bullying Alliance has created a briefing for schools and professionals which outlines the Law with regard to bullying. http://www.anti-bullyingalliance.org.uk/resources/bullying-and-the-law/

There is a legal duty for schools in England to ensure the safety of all children and young people and to prevent all forms of bullying.

The Education and Inspection Act 2006 and the Education Act 2011 state that Head teachers have the powers to respond to bullying outside of school premises.

Preventing and tackling bullying in schools – advice for head teachers and governing bodies was published by the Department of Education in 2014.



Preventing_and_tack
ling_bullying_advice.p

The Ofsted inspection framework includes the requirement for inspectors to look at action plan produced by schools in relation to tackling bullying and harassment.

# APPENDIX 5 – Further sources of information

There are a wealth of resources related to anti-bullying policy and practice.

- DfE Behaviour and Discipline in Schools Guidance.

  http://www.education.gov.uk/schools/pupilsupport/behaviour/f0076803/advice-for-%20headteachers-and-school-staff-on-behaviour-and-discipline

- Make Them Go Away (a video resource about bullying involving young children with disabilities. http://webarchive.nationalarchives.gov.uk/20130401151715/https:/www.education.gov.uk/publications/standard/publicationDetail/Page1/DCSF-00672-2009

- Let's Fight it Together (a video resource about cyber-bullying).

  http://webarchive.nationalarchives.gov.uk/20130401151715/https:/www.education.gov.uk/publications/standard/publicationDetail/Page1/DCSF-00239-2008

**Legislative Links**

- Schools' duty to promote good behaviour: Education and Inspections Act 2006 Section 89 and Education (Independent School Standards) (England) Regulations 2010.

  http://www.legislation.gov.uk/ukpga/2006/40/section/89

- Power to tackle poor behaviour outside school.

  http://www.legislation.gov.uk/ukpga/2006/40/section/90

- The Equality Act 2010.

  http://www.legislation.gov.uk/ukpga/2010/15/contents

**Specialist Organisations**

- Beatbullying: A bullying prevention charity with an emphasis on working directly with children and young people.  In addition to lesson plans and resources for parents, Beatbullying have developed the Cybermentors peer support programme for young people affected by bullying.

  http://www.beatbullying.org/

- Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it.  They also offer specialist training and support for school staff, and assertiveness training for young people.

  http://www.kidscape.org.uk/

- Restorative Justice Council: Includes best practice guidance for practitioners 2011.

  http://www.restorativejustice.org.uk/

**Cyber-Bullying**

- ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves.

**Lesbian, Gay, Bisexual and Transgender**

- EACH: A training agency for employers and organisations seeking to tackle discrimination on the grounds of gender and sexual orientation.

  http://www.eachaction.org.uk/

- Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.

  http://www.schools-out.org.uk/

- Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

  http://www.stonewall.org.uk/at_school/

**Special Educational Needs and Disabilities**

- Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.

  http://www.mencap.org.uk/

- Changing Faces: Provide online resources and training to schools on bullying because of physical difference.