



Anti-Bullying Strategy

November 2007

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Appendix 1

Children who are looked after by Suffolk County Council anti bullying policy

Appendix 2

Joyner School anti bullying policy

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HM Prison Service anti bullying policy

1.0 What Do We Mean By Bullying?

- 1.1 Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are:

Physical (e.g. hitting, kicking, theft)

Verbal (e.g. racist or homophobic remarks, threats or name calling)

Emotional (e.g. isolating an individual from the activities and social acceptance of their peer group)

- 1.2 The damage inflicted by bullying can frequently be under estimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self harm).

11.39 Working Together to Safeguard Children 2007.

2.0 Our Strategy

- 2.1 Suffolk County Council has a clear commitment to enable all children and young people in Suffolk to live, play, learn and socialise in environments that are free from victimisation, harassment and bullying.

The expectation is that all settings in which children and young people are provided with services will have vigorously enforced anti bullying policies and procedures that support this cross county strategy

- 2.2 Suffolk County Council and Suffolk Safeguarding Children's Board recognises and acknowledges the concern shared by children and young people who have been, are being or who are fearful of being bullied, harassed, intimidated or victimised. This acknowledgement has led to development of the Cross County Anti Bullying Strategy and is aimed at all communities across Suffolk.

- 2.3 The aim of the strategy is to develop true partnership working to tackle bullying whenever and wherever it happens in the community. Our partnership working will include ongoing work with schools and other education settings, Youth and Connexions Service, community groups, voluntary organisations, Suffolk Constabulary, Youth Offending Service, Children and Young People's service, Health Trusts, Prison Service and Probation Service, to develop an understanding of the causes of bullying and to implement robust working practices to challenge the initial cause and potential effect.

- 2.4 To ensure we meet our obligations under the Every Child Matters agenda, there is a clear emphasis on all agencies and organisations to work together to identify and support vulnerable children. Suffolk County Council and Suffolk Safeguarding Children's Board expects all partner organisations, community groups and voluntary organisations to commit to the implementation of this strategy by taking forward the key strands and developing them within their own policies, procedures and practices.

- 2.5 The Cross County Anti Bullying Strategy relies on all partners accepting their role in identifying and tackling bullying as it occurs. All agencies have a role in

raising the issue of anti-bullying and in developing and sharing approaches that reduce bullying. All organisations working with children and young people need to be encouraged to monitor and record bullying incidents.

2.6 It must however be accepted that the data collection in this area can be very challenging. Data will need to be a mix of quantitative and qualitative information. The views of children and young people should also be sought to ensure that their thoughts and feelings can be accurately reported. A fundamental aim of this strategy is to allow young people to be part of the solution and to be actively encouraged to be involved in problem solving in all issues relating to bullying.

2.7 The Cross County Anti Bullying Strategy is made up of four strands, these are: -

Partnership Working
Children and Young People's Participation
Managing data
Encouraging Best Practice

3.0 Strand 1: Partnership Working

3.1 The Cross County Anti Bullying Strategy will support the work undertaken in the Community Clusters. It will be the responsibility of the Community Clusters to facilitate partnership working to promote and implement the strategy. To ensure the commitment to anti bullying receives the profile and recognition it warrants it should become a focused agenda item to consider what is happening locally, to identify particular local issues or concerns and to ensure the appropriate expertise is utilised to ensure local needs are met.

3.2 Key Activities:

For community clusters to identify local lead co-ordinator
For community clusters to establish a local safeguarding statement
For community clusters to create local action plans to identify a range of anti bullying initiatives and to measure progress and success of the plan
For community clusters to identify what they are doing within their community to combat bullying and to consider what they will do for the bully, bullied and wider community when an issue has been identified
For community clusters to adopt a common anti bullying policy

4.0 Strand 2: Children and Young People's Participation

4.1 Children and Young People should be involved in all stages and decision-making, implementation and monitoring of anti-bullying strategies. Children and young people are experts on their own lives and can provide real insight into where and when proactive strategies are most needed.

4.2 Having My Say is the CYP strategy for involving young people in strategic development, service delivery and consultation. Research indicates that child and youth involvement contributes to reducing the incidents of bullying within educational environments (DCSF)

4.3 Key Activities:

For community clusters to ensure children and young people contribute to action planning through consultative mechanisms
For all managers of services to consider how they will capture the experience and views of children and young people in all aspects of anti bullying work
For community clusters to support the development of children and youth involvement through all delivery services including schools
For schools to develop pastoral and academic peer mentoring and restorative justice systems
To ensure that vulnerable young people who have experienced safeguarding procedures, review and recommend service improvement
All schools to include anti-bullying as part of their PHSE programme

5.0 Strand 3: Managing Data

5.1 It is vital that data is regularly collected to inform the ongoing development of anti bullying work within all communities and to ensure that the responses to concerns and issues are relevant and targeted in an appropriate way.

5.2 Data that is collected will be qualitative and quantitative. The former taking into account the views, feeling and perceptions of children, young people, parents, carers and staff whilst the later will look at the raw data that has been collated.

5.3 It is recognised and acknowledged that there may well be a rise in recorded incidents of bullying behaviour once awareness in the community has been heightened. This should not be considered a negative or retrograde step but seen positively as a high priority being placed on the issue.

5.4 Key Activities:

Anti Bullying week will be identified as the week in each year that services will provide a snap shot of referrals to them that cite bullying as a reason for referral, requiring support or a current concern for the child or young person
To establish an electronic system of recording and monitoring incidents of bullying, ensuring the data is utilised to inform best practice and support partner agencies in the management of incidents that may arise. This system is known as Sentinel and will piloted, in the first instance in the Felixstowe cluster

For each community cluster to identify a lead officer who will be responsible for advising services of the data required and for collating the data received into a report to inform planned anti bullying activity within the cluster and to target resources as required.

Strand 4: Encouraging Best Practice:

6.1 It is recognised that emotionally intelligent children are not bullies and that if they experience a situation of bullying they will have the resilience and skills to recognise what is happening to them and how to manage the situation. Due regard must be paid to the importance of emotional literacy training and the benefits to all communities.

6.2 Best practice will manifest in innovative work that prevents and responds to incidents of bullying and will provide opportunities for communities and partner agencies to build on this work. To achieve this anti bullying policies

must be integrated into existing policies and not contradict any policy that sets out to safeguard and promote the welfare of children.

6.3 Key Activities:

For community clusters to undertake an annual audit all organisations to identify current best local practice

For Local Authority, community groups and voluntary organisations to have a range of anti bullying initiatives that aim to prevent incidents of bullying and that will provide children and young people with intervention tools appropriate to their needs

To develop an anti bullying training programme that is accessible to all partner agencies

Every organisation working with children and young people should have an anti-bullying policy and the attached appendices provide examples, which may be useful

7.0 Summary

7.1 The Cross County Anti Bullying Strategy is part of the Priority Stay Safe 3 in the Children and Young People's Action Plan 2006-07. This priority states that Children and young people are protected from crime, anti social behaviour or bullying. The four strands of this strategy will support the work of the SS3 commitments, which are to:

Reduce the number of children and young people who suffer from bullying or harassment;

Reduce the number of children and young people who are victims of crime;

Reduce the number of children and young people who suffer from racist incidents, crimes, abuse or harassment;

Reduce the fear of crime or bullying amongst children and young people.

7.2 In addition to the activity described in the Strategy it will be important that community clusters provide an annual report to the Safeguarding Children Board on how bullying has been tackled and what approaches have had real impact. This will contribute to both the evaluation and the further development of the Strategy.

Suffolk County Council- Anti Bullying Strategy

Key Actions July 2007 to April 2008

Action	Lead Officer/s and Organisation	Other partners	Timescale	Outcome
Establish Anti-bullying working group	Debby McKechnie CYP	Youth- Connexions Suffolk Police	By July 2007	Group established
Prepare outline county strategy for tackling bullying	Debby McKechnie CYP	Youth- Connexions Suffolk Police	By August 2007	Strategy prepared ready for presentation to the Safeguarding Children Board
All settings working with children and young people will have a clear policy and set of processes to tackle bullying when it occurs	Debby McKechnie CYP	All partner agencies	December 2007	Policies in place and practice in place to tackle and where appropriate reduce levels of bullying
Working group to hold a workshop event on tackling cyber-bullying	Debby McKechnie/Adrian Orr CYP	Suffolk Police Anti Bullying Alliance Youth-Connexions Schools PRU Voluntary Organisations Young People Parents	By April 2008	Clear strategy for tackling cyber bullying in place
Commission a DVD presentation of children and young peoples thoughts, feeling and reflections on bullying	Debby McKechnie CYP	Youth-Connexions Young People	October 2007	DVD Produced and available for the November seminars and other events
Develop a programme of training for staff in schools and other settings	Debby McKechnie CYP	ISIS	By April 2008	Training opportunities available for all staff working with children and young people
Share Strategy and best practice across the LA and with key partners	Debby McKechnie/Adrian Orr CYP	CYP DMG Suffolk Police Schools and other educational settings	October 2007	All key managers aware of the Anti-bullying strategy and their role in

		Children's Homes Voluntary Sector		tackling bullying
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Link and share with County Behaviour and Attendance Network	Ro Harte CYP	Schools/PRUs ISIS National B & A Strategy Advisor	December 2007	All lead behaviour professionals in middle and upper/High schools aware of the strategy and contributing to a developing picture of best practice
Support Community Clusters to identify Anti-bullying co-ordinator	Debby McKechnie CYP	Cluster Co-ordinators	December 2007	Each cluster has an anti-bullying co-ordinator
Support cluster anti-bullying co-ordinator to develop cluster-wide anti-bullying policies	Debby McKechnie CYP	Cluster Co-ordinators	April 2008	Cluster Policies in place
All appropriate service managers to be clear about how the views of children and young people are collected regarding anti-bullying approaches	Youth-Connexions	ISIS Schools PRUs	By April 2008	Views of children and young people are routinely collected to inform approaches to reduce bullying
Pilot Sentinel data collection programme with all schools in one cluster	Lyn Mash Suffolk Police	CYP	Academic year 2007-08	Clear view of the viability of third party data collection on in school bullying incidents
Anti Bullying Working Group to identify best practice in tackling bullying locally and nationally and share this with cluster anti-bullying co-ordinators	Debby McKechnie CYP	Youth-Connexions Suffolk Police Anti-Bullying Alliance	Ongoing from September 2007	Clear range of strategies for tackling bullying known to cluster staff