

BUCKINGHAMSHIRE COUNTY COUNCIL

ANTI-BULLYING STRATEGY FOR SCHOOLS

2006 – 2009



July 2006

MISSION STATEMENT

“Buckinghamshire County Council will not tolerate bullying of any kind and expects schools to take action and work in partnership to ensure that all children and young people in Buckinghamshire’s schools are safe from bullying.”

PRINCIPLES

The Anti-Bullying Strategy for Schools is underpinned by a set of guiding principles:

- Everyone has the right to live in an atmosphere free from, victimisation, discrimination harassment and any other form of bullying behaviours.
- Everyone has the responsibility to promote care, respect and co-operation in their relationships.
- Everyone has the responsibility to value diversity in order to create and maintain safe and supportive environments, including schools, for children and young people.

WHAT IS BULLYING?

Bullying

- is hurtful, threatening, harmful and disrespectful behaviours. Bullying incidents involve a bully or bullies, a victim or victims and bystanders.
- can include behaviours, which hurt, threaten or frighten another person or group of people.
- can be unprovoked, can happen again and again and sometimes can continue for a long period of time.
- is hidden and often victims to not tell about their experience for complex reasons.
- reflects the misuse of power with one or more people victimised by the bully or bullies.

Bullying behaviours can include physical, social and psychological aspects such as:

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- name-calling, taunting, mocking, making offensive comments,
- kicking, hitting, pushing, fighting
- taking or damaging belongings, stealing money with threats
- text messaging, emailing, chat-room insults (cyber-bullying)
- gossiping, spreading hurtful and untruthful rumours,
- socially excluding people from groups, e.g. not talking to them, excluding them from activities.

Bullying is harmful to all involved, not just the bullied, and can result in long-term outcomes of self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and in extreme cases serious mental health concerns and even suicide.

There are other types of negative behaviour, which are sometimes mistaken for bullying. These often take place in the open and do not involve an imbalance of power such as when two individuals or groups get into an argument, which may escalate to a fight. Schools must deal with such conflicts in a fair and transparent way. It is important that schools recognise the difference between conflict and bullying, which is typically surrounded by a complex web of deceit and power misuse.

OPERATIONAL STRANDS

The guiding principles outlined above will support the implementation of six operational strands of the Anti-Bullying Strategy for Schools:

- 1. Encourage effective practice**
- 2. Support effective school leadership and management**
- 3. Engage children and young people**
- 4. Promote effective partnerships with parents/carers and families as well as other agencies**
- 5. Publicity and information**
- 6. Performance Indicators**

Children and young people identify bullying as a real issue of concern, both in schools and the wider community. This strategy focuses on bullying in

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schools and the intention is that it will be used as a basis for wider action to address bullying with partners in the community.

The Anti-Bullying Strategy for Schools is directly linked to a range of existing policy agendas:

- Every Child Matters outcome to promote the safety and well-being of all children and young people
- National Educational Strategies, such as Behaviour and Attendance Strategy
- School-based strategies, for example, those linked with the National Healthy Schools Programme
- SEN and Inclusion Strategy and subsequent Implementation plan
- Children and Young Peoples' Participation Group as a sub-group of the Children and Young Peoples' Strategic Partnership
- Race Equality Schemes and Community Cohesion Strategy
- Community Safety Strategy
- Local Area Agreements

The Buckinghamshire County Council Anti-Bullying Strategy for Schools outlines key aspirations for the next three years 2006 - 2009. The strategy is intended to create schools, which are safe from bullying, by building the capacity of schools to address and take action against bullying

Strand 1: Encourage effective practice

A wealth of experience and innovative work already exists across the county's schools to prevent and respond to incidents of bullying.

Encouraging effective practice in schools will be achieved by:-

- ensuring schools' anti-bullying policies are regularly reviewed and integrated with their existing policies and procedures
- capturing effective practice and encouraging sharing
- measuring and recognising progress in a school through the Schools' Self-Evaluation Toolkit (SSET) and Ofsted Self-Evaluation Form (SEF)
- identifying effective practice through OfSTED reports
- promoting and encouraging schools to meet Buckinghamshire Healthy Schools standards
- disseminating information and effective practice guidance
- developing professional training packages for effective prevention strategies and responses to bullying
- conducting an annual audit of bullying incidents
- monitoring of prevalence of bullying
- establishing a BCC Anti-Bullying website with local and national links and casework examples of good practice
- regular reporting to the Children and Young People's Participation Group

By 2009

- **Annual Anti-Bullying partnership conference, to take place in May/June, will be established in Buckinghamshire**
- **Schools will be aware of local initiatives in National Anti-Bullying Week (November)**
- **Effective practice guidance will be updated, shared and disseminated**
- **School Governing Bodies will monitor preventative strategies and responses to bullying incidents in schools**
- **BCC Anti-Bullying Strategy for Schools will be implemented and reviewed annually through reports to the Local Safeguarding Board.**

Strand 2: Support school leadership and management.

Buckinghamshire County Council believes that effective, strong and consistent leadership and management of school communities provide the essential basis for achieving all the Every Child Matters outcomes. The governing body, head teacher and senior management of a school will be supported to promote, across the entire school community, a set of shared principles, values, rights and responsibilities. These include a school culture or ethos, in which positive, respectful relationships between everyone are encouraged, bullying is neither accepted nor tolerated and action is taken if and when bullying incidents occur. A central component to this is a commitment to continuing learning and professional development.

Support of school leadership and management will be achieved by:

- auditing training needs for governors, schools and parents/carers
- reviewing and updating training and development programmes for school communities
- publishing training and development programme
- establishing a nominated school governor and lead professional to review and monitor a school's bullying policy and practice
- collating and disseminating effective practice guidance

Policies can draw on National and local guidance documents including:

- School Self-Evaluation Toolkit
- Curriculum guidance for the Foundation Stage
- Primary Behaviour and Attendance Strategy
- Emotional literacy and Key Stage 3 Behaviour and Attendance Strategy
- Personal, Social Health Education (PHSE) /Citizenship curriculum
- National Healthy Schools Programme
- SEN and Inclusion Strategy and Implementation Plan
- Primary and Secondary Inclusion Strategy.

By 2009

- **75% schools will achieve Healthy Schools Standards**

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- **A programme of training and professional development programmes will be established, delivered and evaluated for a range of education staff working in and with schools, e.g. governors, County Council members, teaching and non-teaching staff, support services**
- **Guidance and examples of effective practice will be available for schools**

Strand 3: Engage children and young people

Consulting children and young people and empowering their participation is a Government requirement and a high priority for Buckinghamshire County Council. This is reflected within the Anti-Bullying Strategy for Schools. Children and young people will play an instrumental role in shaping the Anti-Bullying Strategy for Schools. Enhancing the participation of children and young people in the development and implementation strategy is a key objective.

Participation with children and young people in anti-bullying work includes:-

- advising on the development of anti-bullying resources in a range of accessible formats, which are specific and relevant to the needs of children and young people
- encouraging children and young people as young ambassadors to promote the work undertaken as part of the implementation of the Anti-Bullying Strategy for Schools
- providing children and young peoples' perspectives of how to make schools safe from bullying, as well as their perspectives informing strategies and actions to address bullying.

By 2009

- **Children and young people will have made a contribution to the strategy and its implementation**
- **Children and young people will report a reduction in bullying behaviours in schools**
- **Children and young people will help evaluate interventions and resources**

Strand 4: Promote effective partnerships with parents/carers and families as well as other agencies

The Anti-Bullying Partnership Group will support the delivery and implementation of the Anti-Bullying Strategy for Schools. It will facilitate collaborative work and promote and implement an Anti-Bullying Strategy for the wider community.

The Anti-Bullying Partnership Group will promote a sense of shared values, purpose and goals, which are linked directly to the operational strands of the Anti- Bullying Strategy for Schools and the wider behaviour agenda in the community.

The Anti-Bullying Partnership Group will engage parents/carers with the strategy and its implementation emphasising their responsibilities in promoting shared principles, values and understanding of bullying and its negative impact on children and young people in schools and the wider community.

By 2009

- **Buckinghamshire Anti-Bullying Partnership Group will be established for the wider community**
- **Shared values, purposes and goals for partners will be established and published**
- **Wider range of interventions, resources and practices will be available for all partners including parents/carers**
- **Shared information and performance indicators will inform target setting in service planning**
- **Reported incidents of bullying will decrease**
- **Children and young people, particularly those who are vulnerable, will report they are safe from all forms of bullying at school and in the community**
- **Parents/carers will have clear guidance about how to report and respond to bullying**

Strand 5: Publicity and information

Schools, children and young people and their parents/carers, and other agencies will receive up to date information about how to report and respond to bullying incidents. Information about the progress of the Anti-Bullying Strategy for Schools and other local, regional and national anti-bullying initiatives and events will be reported, through a range of formats, e.g. local media releases, reports, newspaper articles, newsletters and websites.

By 2009

- **A range of guidance and advice about bullying will be available for schools, children and young people and parents/carers**
- **Children, young people, their parents/carers will have clear guidance and information about how to report and respond to bullying**
- **School communities will have clear guidance, information and development opportunities to respond effectively to bullying**
- **All schools will have embedded policies and procedures to reflect the BCC Anti-Bullying Strategy for Schools**
- **A BCC Anti-Bullying website will be established with links to national websites such as Childline, Kidscape and website visits monitored**
- **News and events will be communicated to schools using a range of media including 'SchoolBulletin'**
- **Effective practice will be shared regularly**

Strand 6: Performance Indicators

A key priority of the Anti-Bullying Strategy for Schools will be the establishment of a clear and simple framework to report and record bullying incidents across the county's schools. This is important in order to respond effectively to the Every Child Matters inspection frameworks targets and indicators against which Buckinghamshire County Council's effectiveness in addressing bullying will be measured. The information gathered is essential so that we can work together to tackle the underlying causes of bullying, work preventatively and proactively as well as reacting in response to bullying incidents.

Performance Indicators are contained in various plans (Appendix A). In addition, information gathered from School OfSTED reports, Healthy Schools Standards, and other initiatives will give an overall picture of progress.

Central to the gathering of accurate baseline information will be the development of a simple, clear and consistent framework for recording and reporting incidents of bullying both in schools and the local community to inform future planning, evidencing effective contribution of services to improving anti-bullying outcomes for children and young people

By 2009

- **A framework for systematic information gathering from schools will be established and any trends identified**
- **Baseline established for prevalence on reported bullying in schools**
- **Targets set to reduce prevalence of bullying in schools based on baseline data**
- **Clear information about types of bullying and possible trends will be reported**
- **Annual report of reported bullying incidents in schools is communicated as required**
- **Information will be available for APA and JAR inspections**

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- **Information gathering framework adopted by wider community partnerships**
- **Develop targets for reducing prevalence of bullying in the wider community**

Appendix A

Performance Indicators and Plans:

Performance Indicators are in the following Statutory Plans:

- **BCC Corporate Plan:**
Support all schools in addressing bullying, 100% of OfSTED reports indicating effective practice where support has been given.

- **Local Area Agreement:**
Medium Term Priority G
% of schools inspected which are judged to have taken action to reduce anti-social behaviour, such as bullying and racism

Medium Term Priority F
Number of incidents of bullying and racist incidents reported by schools
(indicator to be developed - may be expected to increase at first)

- **Children and Young People's Plan:**
 1. % of 11-15 year olds who state they have been bullied in the last 12 months. The target for 2006/07 is 60% of schools returning information on bullying incidents, increasing to 90% in 2008/09.
 2. % of 10-19 year olds admitting to bullying another pupil in the last 12 months, the target being 60% of schools returning this information in 2006/7, increasing to 100% by 2007/8.

Please note that these targets may need to be revised in the light of national and local factors

Appendix B

Partners

Partnership working is essential to ensure the strategy is wide reaching. BCC's key partners in the development and implementation of the strategy will include:

Children and Young People

Parents/carers

County and District Councils

Children and Young People's Strategic Partnership

Connexions

Crime and Disorder Reduction Partnerships, CFAST, Restorative Justice and Youth Offending Service

Healthy Schools Partnership

Local strategic partnerships

Primary Care Trusts

Schools

Thames Valley Police

Voluntary organisations, e.g. Young Carers

Youth Service

Local Safeguarding Children Board

Parent Partnership Service

Minority Ethnic Traveller Achievement Service (METAS)

Children's Services

School Improvement Service

Educational Psychology Service

Specialist Teaching Service

Education Welfare Service

Exclusions and Reintegration Team

Buckinghamshire Healthy Schools

Safeguarding in Education Team.

Appendix C

Key Documents

Bullying: Don't Suffer in Silence. DfES (2002) London. Department for Education and Skills. www.dfes.gov.uk/bullying

Bullying around racism, religion and culture
www.teachernet.gov.uk/racistbullying

Every Child Matters: Next steps. DfES (2004) London. Department for Education and Skills
www.dfes.gov.uk/everychildmatters/pdfs/EveryChildMattersNextSteps.pdf

Bullying: A guide to the law (2004) The Children's Legal Centre

Journeys – children and young people talking about bullying (2005)
Office of the Children's Commissioner. www.childrenscommissioner.org.uk

Stand up for us: Challenging homophobia in schools. DfES (2004)
London. Department for Education and Skills.

Key Contacts

Anti -Bullying Alliance www.anti-bullyingalliance.org.uk

Advice for parents www.parentscentre.co.uk/bullying

Advice for children and young people www.needtoknow.co.uk/bullying

Bullying Online www.bullying.co.uk/

NSPCC www.nspcc.org.uk

Childline www.childline.org.uk

Kidscape www.kidscape.org.uk

Beat bullying www.beatbullying.org.uk

National Healthy Schools Programme www.wiredforhealth.gov.uk

Young Minds www.youngminds.org.uk/bullying

For further information or any comments about the Anti-Bullying Strategy for Schools, please contact a member of the Anti-Bullying Strategy Group.

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Anti-bullying Action Plan 2006 – 2009

	2006/2007		
Strand	Actions	Responsibility	Review
1	Organise an annual partnership conference for Buckinghamshire in May/June.	ASBG	
	Consult with partner organisation about draft Anti-Bullying Strategy for Schools	ABSG	
	Finalise Anti-Bullying Strategy for Schools	ABSG	
	Establish a BCC Anti-Bullying website with local and national links	NC	
	Promote National Anti-Bullying week in November.	NC	
	Launch Anti-Bullying Strategy for Schools	NC	
	Update, publish and disseminate practice guidance for school governors	JT	
	Update, publish and disseminate practice guidance for school staff	JT	
	Report progress to Local Safeguarding Board	LG	
2	Audit school and governor training needs	YT	
	Develop professional development programme	NC	
	Publish development programme	NC	
	Deliver and evaluate development programme	NC	
	Establish role of nominated school governor	NC	
	Report on schools meeting Healthy Schools Standards	BM	
3	Encourage schools to develop child-friendly versions of their anti-bullying strategy	JT	
	Gather casework examples of effective prevention and intervention	NC	
	Involve children and young people in designing children/young people's section of website	NC	
	Involve children and young people in designing leaflets about bullying	NC	
	Survey a sample of children and young people about bullying experience	NC	
4	Develop clear guidance about how to report concerns about bullying in schools	JT	
	Develop guidance for parents/carers about how to report and respond to bullying	JT	
5	Develop website	NC	
	Develop leaflets	NC/JT	
	Share effective practice	JT/NC	
	Publicise Anti-Bullying Strategy for schools in <i>SchoolBulletin</i>	NC	
6	Establish consistent methods for reporting and monitoring bullying incidents in schools	YT	

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	Establish consistent procedures for gathering information to report on performance indicators for ECM outcomes	YT	
	Conduct an audit of bullying incidents in schools	YT	
	Establish baseline for target setting	NC	
	Information about bullying available for APA/JAR as required	NC	

2007/2008			
Strand	Actions	Responsibility	Review
1	Organise an annual partnership conference for Buckinghamshire in May/June.	ABSG	
	Promote National Anti-Bullying week in November.	ABSG	
	Maintain BCC Anti-Bullying website with local and national links	NC	
	Report progress on performance indicators and implementation of the Strategy for Schools to Local Safeguarding Board	NC	
2	Publish rolling development programme	See plan	
	Deliver and evaluate rolling development programme	See plan	
	Monitor schools with designated school governor	NC/YT	
	Report schools meeting Healthy Schools Standards	BM	
3	Gather casework examples of effective prevention and intervention	NC	
	Disseminate children's leaflets about bullying	NC	
4	Foster community partnership links	NC	
	Develop guidance about how to respond to bullying in the community	ABSG	
	Disseminate leaflets for parents/carers	NC	
5	Monitor website visits	NC	
	Monitor requests for leaflets	YT	
	Collate examples of effective casework in schools	NC	
6	Set targets to reduce bullying incidents in schools based on audit information	NC	
	Analyse types of bullying reported by schools	YT	
	Information about bullying available for APA/JAR as required	NC	

2008/2009			
Strand	Actions	Responsibility	Review
1	Organise an annual partnership conference for Buckinghamshire in May/June.	ABSG	

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	Promote National Anti-Bullying week in November.	ABSG	
	Report progress to Local Safeguarding Board	LG	
2	Report schools meeting Healthy Schools Standards	BM	
	Review and evaluate role of nominated school governor	NC	
	Maintain rolling development programme	NC	
3	Review and evaluate children's leaflets about bullying	JT	
	Publish and disseminate guidance on reporting and responding to bullying in the community	ABSG	
5	Regular items about bullying in <i>School Bulletin</i>	NC	
	Review and update website and links	NC	
6	Review targets for bullying in schools	NC	
	Establish baseline for bullying in the community	ABSG	
	Information about bullying available for APA/JAR when required	NC	

Key

ABSG = Anti-Bullying Strategic Group

NC = Nigel Cook

LG = Lesley Galloway

BM = Bill Moore

YT = Yvette Thomas

JT = Jane Turner

Training and Development Plan

Target Group	Type of Activity	Time Planned	Who is responsible	Outcomes
Headteachers	<ul style="list-style-type: none"> - Briefing at H/T meeting. - Guidance/information issued re. existing best practice. - Develop schools' strategies for information gathering. 	Autumn 06 06/07	NC	<ul style="list-style-type: none"> - Heads know LA actions and how they can be supported. - Support materials and websites published. - Need for information gathering highlighted.
Teachers	<ul style="list-style-type: none"> - Lead Professionals identified. - School audit of training needs conducted. - Develop schools strategies for information gathering. 	Oct 06 Nov 06 Nov 06	NC	<ul style="list-style-type: none"> - Lead Professional identified in each school through which two-way flow of information can be promoted. - Training identified and delivered.
Teaching Assistants	<ul style="list-style-type: none"> - Audit of training needs conducted. 	Nov 06	NC	<ul style="list-style-type: none"> - Training identified and delivered
Governors	<ul style="list-style-type: none"> - Chair of Governors briefed. - Summary sheet produced for Governing Body meetings. - Governor training package developed as required. 	Autumn 06	NC YT	<ul style="list-style-type: none"> - Governors understand their role in Anti-Bullying. - Training can be delivered as required.
County Hall Services	<ul style="list-style-type: none"> - Brief service areas regarding support available and actions in strategy. - Meetings with service areas regarding delivery role within strategy. 		Any of the Strategic Group as required. (Lead – NC)	<ul style="list-style-type: none"> - All relevant staff are aware the strategy is in place and their role if appropriate.

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County Councillors	<ul style="list-style-type: none"> - Liase with members of the Overview and Scrutiny Committee. - Brief other County Councillors and senior staff regarding anti-bullying actions in the strategy. 		<p>Any of the Strategic Group as required.</p> <p>(Lead – NC)</p>	<p>- Overview and Scrutiny and other County Councillors know of the strategy.</p>
Parents	<ul style="list-style-type: none"> - Ensure information is accessible on the website and (funding allowing) leaflets. 		<p>Any of the Strategic Group as required.</p> <p>(Lead – JT)</p>	<p>- Information available to parents.</p>
Children and Young People	<ul style="list-style-type: none"> - Ensure information is accessible on the website and (funding allowing) leaflets. 		<p>Any of the Strategic Group as required.</p> <p>(Lead – NC)</p>	<p>- Information available to children and young people.</p>