



Monmouthshire Bullying Prevention Strategy

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Monmouthshire's Bullying Prevention Strategy

Monmouthshire's Children and Young People's Plan 2008-2011 has identified that the development of a cohesive bullying prevention strategy is a local priority.

In January 2009 the Children and Young People's Partnership (CYPP) commissioned Cordis Bright to carry out research into bullying amongst children and young people in Monmouthshire.

The report collated both quantitative and qualitative information from a variety of sources to form a coherent picture of what is currently understood about behaviours, attitudes and provision of services in this area.

This document presents Monmouthshire's Children and Young People's Bullying Prevention Strategy. It emphasises the Children and Young People's Partnership commitment to combating bullying in all settings that provide services for Children and Young People.

Andy Keep

Chair Children and Young People's Partnership

Vision

Monmouthshire's Children and Young People's Partnership believes that everyone has the right to live in an inclusive atmosphere free from bullying and to be treated with dignity. The health, well-being and emotional welfare of all children and young people are paramount and will be treated in accordance with these principles.

Monmouthshire's Children and Young People's Partnership recognises the range of effective work already being carried out across the county in this area and aims to ensure that

"Children and young people can get the right help and advice in order to prevent them being bullied or becoming involved in bullying others"

Monmouthshire County Council acknowledges its duty of care to safeguard children and young people, and take prompt and appropriate action whilst also recognising that bullying can be a complex problem and that it can sometimes be difficult to resolve such matters quickly.

Aim

The aim of this strategy is to encourage the development of an environment where children and young people are less likely to be bullied. Where bullying does occur, it is dealt with in an effective and consistent approach across Monmouthshire, which will encourage children and young people to engage positively within their local communities.

The following key stakeholders are committed to the above aim:

Cabinet Member for Children, Young People and Learning

Chief Officer, Directorate for Children and Young People

Head of Children's Services

Service Manager Youth Offending Service

Chair, Local Safeguarding Children's Board

Monmouthshire Association School Governors

Locality Development and Partnership Manager
Monmouthshire Locality Office, Aneurin Bevan Health Board

Public Health Wales

Gwent Police

Gwent Association of Voluntary Organisations

Definition

Monmouthshire's Children and Young People's Partnership defines bullying as:

“A persistent, deliberate attempt to hurt or humiliate someone and often involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional and/or physical harm to another person or group of people.

Isolated incidents of hurtful behaviour, teasing, arguments or falling out between individuals of equal power should not be seen as bullying.”

All agencies working with Children and Young People in Monmouthshire are asked to adopt this definition.

Bullying may take various forms, including:

Physical

Examples of such bullying may include:

- kicking or hitting
- prodding, pushing or spitting
- other physical assault
- intimidating behaviour
- interference with personal property

Verbal/Psychological

Examples of such bullying may include:

- threats or taunts
- shunning/ostracism
- name-calling/verbal abuse
- innuendo
- spreading of rumours
- making inappropriate comments in relation to appearance
- extortion

Socio-Economic Status

Examples of such bullying may include:

- negative stereotyping, name-calling or ridiculing based on financial circumstances

Sexist

Examples of such bullying may include:

- use of sexist language
- negative stereotyping based on gender

Sexual

Examples of such bullying may include:

- unwanted/inappropriate physical contact
- sexual innuendo
- suggestive propositioning
- distribution/display of pornographic material aimed at an individual
- graffiti with sexual content aimed at an individual

Homophobic

Examples of such bullying may include:

- name-calling, innuendo or negative stereotyping based on sexual orientation
- use of homophobic language

Faith-based

Examples of such bullying may include:

- negative stereotyping, name-calling or ridiculing based on religion

SEN/Disability

Examples of such bullying may include:

- name-calling, innuendo or negative stereotyping based on disability or learning difficulties
- excluding from activity on the basis of disability or learning difficulty

Gifted/Talented

Examples of such bullying may include:

- name-calling, innuendo or negative stereotyping based on high levels of ability or effort
- ostracism resulting from perceptions of high levels of ability

Cyber

Examples of such bullying may include:

- abuse on-line (e.g. social networking sites) or via text messaging
- interfering with electronic files
- setting up or promoting inappropriate websites
- inappropriate sharing of images from webcams/mobile phones, etc
- interfering with email accounts

Racist

Examples of such bullying may include:

- physical, verbal, written, on-line or text abuse or ridicule based on differences of race, colour, ethnicity, nationality, culture or language
- refusal to co-operate with others on the basis of any of the above differences
- stereotyping on the basis of colour, race, ethnicity etc
- promoting offensive materials such as racist leaflets, magazines or computer software on County Council premises

The above categories of bullying are not mutually exclusive.

Essential Principles

All settings which provide services for Children and Young People should encourage the development of an environment and a climate in which children and young people feel safe and valued, and in which bullying victimization, discrimination and harassment cannot flourish. Monmouthshire's CYPP bullying prevention strategy has 4 core aims:

- to raise awareness of bullying and bullying prevention work
- implementation of the strategy via a multi-disciplinary approach
- to develop a monitoring strategy
- to evaluate current practice in line with National Guidance

How will we achieve these aims?

Raising Awareness

All children, young people, parents and professionals need to have an understanding of what bullying is and why it can happen. Events such as National Anti-Bullying Week are important for raising awareness, but regular and on going preventative work throughout the year needs to be done to celebrate diversity and respect difference.

Communication between all agencies working with children and young people within the Local Authority needs to be further developed.

Key activities to raise awareness include:

- The Children and Young People's Partnership will agree a definition of bullying and develop a Monmouthshire Strategy. This will be made available to all partners and professionals working with children and young people.
- Develop a range of procedures that children, young people and adults can use to report bullying.
- Make appropriate materials and information available to pupils and parents, in both English and Welsh where available.
- Provide multi-disciplinary high quality training where appropriate for all settings.
- Share effective bullying prevention practice across the authority.

Implementation

It is crucial to engage with all stake holders in order to implement this strategy effectively. The development and implementation of this strategy will involve consultation with partners, professionals and children and young people.

Key activities to support implementation include:

- The Children and Young People's Partnership will undertake an audit of current bullying prevention approaches across all settings in Monmouthshire and share the good practice.

- The Children and Young People's Partnership will undertake an audit of available support from outside agencies and share this information
- The use of restorative justice approaches will be developed across the county.
- The Children and Young People's Partnership will develop guidance for policy development for all agencies working with children and young people.

Monitoring

Children and young people, parents and professionals need to feel confident that, if reported, bullying will be dealt with appropriately. All staff need to work with a shared understanding, and all incidents of bullying need to be reported and dealt with fairly and consistently.

Key actions to monitor incidents include:

- All settings need to develop, implement, monitor and continuously review their bullying prevention policies
- All settings are encouraged to monitor the effectiveness of their own policy
- The Children and Young People's Partnership will develop a system to evaluate the effectiveness of bullying prevention processes across all settings in Monmouthshire.

Evaluation

This strategy will be reviewed annually over the next two years to ensure it is working effectively.

Key actions to evaluate this strategy should include:

- Analysis of available data on incidents reported monthly by schools
- The Children and Young People's Partnership will evaluate the effectiveness of this strategy via use of focus groups

Links

Links with other local documents include:

- Monmouthshire Children and Young People's Partnership: Bullying amongst children and young people in Monmouthshire 2009
- Monmouthshire Local Safeguarding Children Board Strategic Framework and Business Plan 2010 – 2013
- Monmouthshire Play Strategy
- Monmouthshire Race Equality Scheme 2005 - 08
- Monmouthshire Policy On The Removal Of Racist (And Other Offensive) Graffiti
- Disability Equality Scheme 2006-08

Links with national and international documents include:

UN Convention of the Rights of the Child 1992
www.cirp.org/library/ethics/UN-convention

Education Act 1996
www.opsi.go.uk/acts/acts1996

School Standards and Framework Act 1998
www.opsi.go.uk/acts/acts1998

Human Rights Act 1998
www.opsi.go.uk/acts/acts1998

Race Relations (Amendments) Act 2000
www.opsi.go.uk.acts/acts2000

Welsh Assembly Government: Extending Entitlement 2000
www.wales.gov.uk/topics/educationandskills

Welsh Assembly Government: Respecting Others 2003
www.wales.gov.uk/topics/educationandskills

Safeguarding Children: Working Together Under the Children Act 2004
www.wales.gov.uk/topics/childrenandyoungpeople/publications

Welsh Assembly Government: Rights to Action 2004
www.wales.gov.uk/topics/childrenandyoungpeople/publications

Estyn: Tackling Bullying in Schools 2006
www.estyn.gov.uk/publications

Education and Inspection Act 2006
www.opsi.go.uk/acts/acts2006

Inclusion and Pupil Support 2006
www.wales.gov.uk/topics/educationandskills

School Based Counselling Services in Wales a National Strategy 2008
<http://new.wales.gov.uk/topics/educationandskills/>

National Travel Behaviour Code 2009
www.wales.gov.uk/topics/educationandskills

Behaviour in Schools – Safe and Effective Intervention 2010
www.wales.gov.uk/topics/educationandskills

Equality Act 2010
www.opsi.go.uk/acts/acts2010

Equality and Human Rights Commission
www.equalityhumanrights.com

Template Bullying Prevention Policy

1. A definition of bullying

Bullying is “a persistent, deliberate attempt to hurt or humiliate someone and often involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional and/or physical harm to another person or group of people.

Isolated incidents of hurtful behaviour, teasing, arguments or falling out between individuals of equal power should not be seen as bullying.”

2. Statutory Requirements

Head teachers and Governing Bodies must, by law, have a policy to prevent all forms of bullying among pupils. Challenging bullying effectively will improve the safety and happiness of pupils, show that the setting cares and make clear to bullies that such behaviour is unacceptable. (Respecting Others: Anti-Bullying Guidance 2003)

Section 28 (2) of the Children Act 2004, which covers statutory organisations including Local Authorities, the Police, Probation Services, NHS and Youth Offending Teams, states that those key bodies must make arrangements to ensure that a) their functions are discharged having regard to the need to safeguard and promote the welfare of children, and b) that the services they contract out to others are provided having regard to that need. These safe guarding requirements should be implemented to ensure the well being of any child or young person that they have contact with.

3. Setting Aims

Insert setting specific aims / ethos.

This policy acknowledges that bullying can take place at all levels including between pupils, between staff and pupils, between members of staff, between management and staff and between parents and staff. The policies and procedures in this document are relevant to the whole setting community. The setting will endeavour to support both adults and children who become involved or are affected by bullying.

4. Links with Other Policy Statements

Other policies refer to bullying issues and should be read in conjunction with this policy statement. These might include:

- *PSE*
- *Behaviour Management*
- *Child Protection*
- *Equality*
- *Racial Incidents Policy*
- *E Safety Policy*

5. The Delivery of Bullying Prevention

Explanation of the model(s) of delivery including a reference to other features of the life of the setting that contribute to bullying prevention.

Suggestions about teaching methods, including use of the SEAL resource and details about the use of external agencies/visitors to support the delivery of bullying prevention work and the links to the settings general provision or specific PSE program.

6. The Management of Incidents

Explanation of the consistent approaches and procedures followed by all setting staff. Include a copy of the settings 'reporting' form. Include reference to the settings behaviour management policy. Including clear reference to the involvement and role of others as well detailing any specific post incident approaches / procedures e.g. Restorative Justice, PIKAS Method, Peer Support or Quality Circles.

Include a statement for the responsibility of the setting to provide appropriate Continuing Professional Development for staff.

..... is the named person responsible for monitoring and evaluation of this policy in our setting.

7. Incidents out side of the Setting

A good deal of bullying can take place outside of settings, to and from the setting, on school transport, organised trips or on mobile phones and social networking sites. The setting will

For further guidance see also:
Behaviour in Schools – Safe and Effective Intervention 2010
National Travel Behaviour Code 2009

Statement to include when it is appropriate to contact the police.

8. Monitoring and Evaluation

Brief text to explain the process including the arrangements for involving children and young people

9. Arrangements for reviewing the policy

For example,

- *The date the policy was agreed by staff/governors/managers*
- *The arrangements for consulting with children and young people*
- *How frequently the policy will be reviewed*

Monitoring Checklist

Schools may wish to consider using the following checklist to assist them in determining the effectiveness of their policy:

Our School Community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively
- Reports back quickly to parents / carers regarding their concerns on bullying
- Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the Local Authority and relevant statutory / voluntary organisations when appropriate.

DfES (2003) *Bullying: A Charter for Action*

Sample Bullying Prevention Charter

In our Community, we will:

- √ Work together to prevent bullying;
- √ Celebrate diversity;
- √ Promote equality for all;
- √ Respect difference;
- √ Be friendly to one another;
- √ Always report bullying;
- √ Deal with bullying seriously;
- √ Accept others, regardless of appearance, race, ability, culture, sexuality, gender or circumstances.

Signature:

Reference to Legal Framework

The Equality Act (2010) replaces all existing equality legislation. Schools, Local Authorities and other public bodies are still required to have due regard to:

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity; and
- Promote good relations between persons of different racial groups.

The protected characteristics under the Act, i.e. those grounds on which it is illegal to discriminate, are sex, race, disability, religion or belief, sexual orientation, marriage and civil partnership, age, gender reassignment, pregnancy and maternity.

Useful Information

Children and Young People

www.bulliesout.com

Providing help, support and information to individuals, schools, youth and community settings affected by bullying.

www.bullyfreezone.co.uk

Information and support service for children and young people.

www.bullybusters.org.uk

An Anti Bullying Organisation that provides support for victims of bullying and their families.

www.kidscape.org.uk

Kidscape works with children and young people under the age of 16, their parents/carers, and those who work with them.

www.childline.org.uk

Free, confidential helpline. Get help and advice about bullying.

www.cliconline.co.uk

News, information and advice site for 11-25 year olds in Wales.

www.nyas.net

The National Youth Advocacy Service is a UK charity providing children's rights & socio-legal services.

Parents and Professionals

www.stonewall.org.uk

Stonewall's Education for All campaign, helps tackle homophobia and homophobic bullying in schools and works with a wide coalition of groups.

www.anti-bullyingalliance.org.uk

The Anti-Bullying Alliance (ABA) brings together over 60 organisations into one network to develop a consensus around how to stop and prevent bullying.

www.beatbullying.org

Beatbullying works with children and young people across the UK to provide them with all important opportunities to make positive and lasting changes to their lives and outlook.

www.eachaction.org.uk

EACH is a charity for adults and young people affected by homophobia. It is also a not-for-profit training agency for employers and organisations.

www.childnet-int.org

Childnet International works with others to help make the Internet a great and safe place for children. It provides information and resources for parents and professionals.

www.redballoonlearner.co.uk

Red Balloon supports children who have been bullied.

www.mencap.org.uk

Mencap provides services, resources and training for parents, carers and professionals of people with learning disabilities.

www.wisekids.org.uk

Provides information for children & young people, their parents/carers and professionals, including training on safe internet use.

Helplines

Childline	0800 1111	Parentline Plus	08085 800 2222
NSPCC	0808 800 5000	Kidscape	08451 205 204