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

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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 key partners working within the East Riding of Yorkshire provide appropriate and timely support to prevent and reduce the incidence and impact of bullying within a wide range of public, voluntary and independent settings, including education providers, play and youth groups, residential care homes and other establishments frequented by children and young people within their 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 any settings, which children and young people frequent. However, it is vital that we work with children and young people, families, staff (paid and unpaid) and communities to challenge all forms of bullying and discrimination in order to ensure that all our children and young people are kept safe.

1.4 There is, however, a requirement for education providers to record data related to bullying incidences. Bullying is one of the reasons why children who bully, 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.

The East Riding Anti-Bullying Strategy Group recognises the importance of developing a consistent approach to monitoring bullying incidents in order to evaluate whether their approach is effective and identify good practice across all organisations and services working with children and young people.

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 that underpin the most effective anti-bullying strategies. 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 and it is important to recognise that bullying can take place anywhere in our community. This strategy is aimed at all staff across the public, independent, voluntary and community sector who work with children and young people in the East Riding of Yorkshire.

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 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

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1 The term ‘staff’ means those professionals working with children and young people who are paid and unpaid, including volunteers and students on placements who may work across all sectors.
- 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
2. Strategic Priority 2: Voice and influence of children and young people
3. Strategic Priority 3: Support all settings 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 person being bullied, parents, professionals, witnesses, bystanders and for those doing the bullying 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.
- Social bullying; including social exclusion.

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.
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.) these are characteristics protected by law (Equality Act 2010). Whether it is you or someone you know that has been targeted, or you witness a hate crime taking place, call 101 or fill out the form on the site. In an emergency, please call 999. More information can be found on the poster below.

![Hate crime poster.pdf](attachment:Hate%20crime%20poster.pdf)

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](attachment:Online%20Safety%20Strategy%202016.pdf)

6.2 Online Safety Procedures and Guidance Updated 2017.doc

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 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 of bullying either on line through the web site [www.buswise.co.uk](http://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. Hate crime must still be reported as per section 5 of this document.
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 Yorkshire Parent Carer Forum (EYPCF)
- 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 termly 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. The group will appoint a chair and vice chair on an annual basis.
APPENDIX 2 – Action Plan

## East Riding of Yorkshire Council’s Children’s Trust Board Anti Bullying Strategy 2017- 2020

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Action</th>
<th>By whom?</th>
<th>By when</th>
<th>Resources</th>
<th>Progress – 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Strategic Priority 1: Data Collection</strong></td>
<td>1.1 Undertake an annual review of schools and other settings relating to incidents of bullying and Anti bullying practices</td>
<td>Anti-Bullying Strategy Group</td>
<td>October 2018</td>
<td>Anti-Bullying Strategy Group time</td>
<td>LS and DT to meet to draft questionnaire to be circulated to all settings by members of the ABS group and EHUS group.</td>
</tr>
<tr>
<td></td>
<td>1.2 Information collected will be collated and analysed</td>
<td>TBC</td>
<td>Annual review -July 2018 onwards</td>
<td>TBC</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Gain a better understanding of the nature and incidence of bullying and the effectiveness of different interventions</strong></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td></td>
<td>1.3 Gather evidence based actions through literature searches, desk research (what works)</td>
<td>Anti-Bullying Strategy Group</td>
<td>Annual review of evidence to support update to action plan –Yearly –November18</td>
<td>Lead officer time</td>
<td></td>
</tr>
<tr>
<td><strong>Strategic Priority 2: Voice and Influence of children and young people</strong></td>
<td>2.1 Anti-Bullying Strategy Group to link to existing participation forums. Future forum meetings focus on anti-bullying</td>
<td>ERYC Prevention and Education Team (PET) – regarding Return Interviews for Missing Children</td>
<td>Annual analysis and consideration of data</td>
<td>PET Team time</td>
<td>LS to approach Healthwatch regarding anti-bullying report.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ERYC Education Welfare Service regarding Home Education</td>
<td>Annual analysis and consideration of data</td>
<td>Education Welfare Service time</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Community and Participations Officer</td>
<td>Annually</td>
<td>Community and Participations Officer time</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ERSCB Voice of Young People Group</td>
<td>Annually</td>
<td>ERSCB Voice of Young People Group</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Children’s Participation and</td>
<td>Annually</td>
<td>Time - All members of the Children’s Participation and</td>
<td></td>
</tr>
<tr>
<td>All settings to take into account the views of children and young people in developing their anti-bullying /behaviour management policies and practices</td>
<td>2.2 All schools to develop consultation methods</td>
<td>VCS groups, Statutory settings, Education providers</td>
<td>Ongoing</td>
<td>Time</td>
<td>To be included in questionnaire.</td>
</tr>
</tbody>
</table>

**Strategic Priority 3:**  
**Support all settings working with children and young people with their role in preventing bullying**  
Schools and other relevant organisations feel confident in their anti-bullying policies and practices and understand what bullying is, where it can take place and understand what to do if bullying is occurring

<table>
<thead>
<tr>
<th>3.1 Raise awareness of the role of schools in prevention bullying via the Primary Schools Behavioural and Attendance Partnership and via the Secondary School twilight sessions</th>
<th>ERYC Education Welfare Service</th>
<th>July 2018</th>
<th>ERYC Education Welfare Service time</th>
<th>Primary Schools Behavioural and Attendance Partnership budget</th>
<th>These are standard agenda items.</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.2 Developing interventions to prevent bullying including peer mentoring</td>
<td>All members of the anti-bullying steering group</td>
<td>18/19 school year</td>
<td>All members of the anti-bullying steering group time</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>3.3 People working with CYP receive training about bullying</td>
<td>Schools and other partners incl vol. sector</td>
<td>July 2018</td>
<td>Staff time</td>
<td>---</td>
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</tr>
<tr>
<td>3.4 Review the Buswise training for drivers</td>
<td>Buswise Team</td>
<td>Annually, then refreshed 3 yearly.</td>
<td>Staff time</td>
<td>Bus and Taxi drivers have safeguarding training which</td>
<td>---</td>
</tr>
<tr>
<td>Strategic Priority 4: Support for parents and carers</td>
<td>3.5 Raise awareness of bullying through campaigns</td>
<td>All members of the anti-bullying steering group</td>
<td>Ongoing</td>
<td>All members of the anti-bullying steering group time</td>
<td>includes anti-bullying. Refresher training is 3 yearly. Campaigns standing agenda item.</td>
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<tr>
<td>Strategic Priority 5: Monitoring, reviewing and evaluating the impact of the strategy</td>
<td>4.1 Up to date information is available on the ERYC Families Information Service Hub (FISH) Local offer and other public sites / pages</td>
<td>All</td>
<td>Ongoing</td>
<td>All members of the anti-bullying steering group time</td>
<td>Currently up to date.</td>
</tr>
<tr>
<td></td>
<td>4.2 Explore other ways to communicate up to date information to parents and carers.</td>
<td>All members of the anti-bullying steering group</td>
<td>July 2018</td>
<td>All members of the anti-bullying steering group time</td>
<td>YFS Facebook and Twitter ERPCF Facebook, plus PET team new 13 website.</td>
</tr>
<tr>
<td>Strategic Priority 5: Monitoring, reviewing and evaluating the impact of the strategy</td>
<td>5.1 Anti-bullying group will report on bullying trends.</td>
<td>Anti-bullying Strategy Group</td>
<td>Annually</td>
<td>All members of the anti-bullying steering group time</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5.2 The Anti-Bullying action plan will be reviewed and updated every year</td>
<td>Anti-bullying Strategy Group</td>
<td>Annually</td>
<td>Officers time</td>
<td></td>
</tr>
</tbody>
</table>
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

**Anti-Bullying Strategy Group**

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

**Vice Chair:** East Riding Voluntary Action Services
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_tackling_bullying_advice.pdf

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**
- **Make Them Go Away** – a video resource about bullying involving young children with disabilities
- **Let’s Fight it Together** – a video resource about cyber-bullying

**Legislative Links**
- Schools’ duty to promote good behaviour: [Education and Inspections Act 2006 Section 89](#) and [Education (Independent School Standards) (England) Regulations 2010](#)
- **Power to tackle poor behaviour outside school**
- **The Equality Act 2010**

**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. [www.beatbullying.org](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. [www.kidscape.org.uk](http://www.kidscape.org.uk)

**Cyber-Bullying**
- ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves. [www.childnet.com](http://www.childnet.com)

**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. [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education. [www.schools-out.org.uk](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. [www.stonewall.org.uk/at_school](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. [www.mencap.org.uk](http://www.mencap.org.uk)
- Changing Faces: Provide online resources and training to schools on bullying because of physical difference.