

Children & Young People's Service
(Lead Officer- Annette Lyons)
Activity Plan 2009- 2010
Reducing Bullying

Project Board

Local Safeguarding Children's Board

Reference Groups

- Scrutiny groups of children and young people
 - Equality Strategy Support Group
 - Devon Education Forum

Why is this important?

'Bullying is amongst the top concerns that parents have about their children's safety and well-being at and on the way to and from school... ..Bullying is also a top concern for children and young people themselves'... .. (The Rt. Hon. Ed Balls, MP, 'Safe to Learn: Embedding anti-bullying work in schools', DCSF, 2007)

'The challenge for adults and children alike is to work towards a society based on rights and respect, not bullying and the selfish abuse of power'. (Professor Al Aynsley-Green, Children's Commissioner for England, November 2006)

Children and young people in Devon tell us in a number of ways that bullying is a significant concern to them. Our evidence comes from Kongamana, the shadow scrutiny work of young people, the 'Fit to Succeed Survey' and Youth Views Devon.

The plan will focus on developing activities to support at risk groups e.g. black and minority ethnic; lesbian, gay, bi-sexual and transgender; Children in Care, English as an additional language; Gypsy, Roma Traveller; and learning difficulties and disabilities groups.

The effectiveness of the plan will be sought from children and young people in a range of ways including youth groups, focus groups, school councils, scrutiny groups of children and young people etc.

Aims:

1 Significantly reducing the number of bullying incidents

- 2 Reduce the fear of bullying
 3 Support those who have been bullied

Area of Activity (1) GUIDANCE AND SUPPORT FOR SCHOOLS

Specific Tasks	Resource	Lead Officer	Milestones
Reducing Bullying Conference to launch the 09-10 RB Development Plan	PSHE Adviser B + A Consultants others	Annette Lyons	Conference held on 19th November 2009 in order to raise the profile of the bullying issues, share effective strategies to reduce bullying and identify good practice.
Development of document for schools: Guidelines for School Staff on dealing with bullying.	EAL Team Devon Partnership Managerial Associations Intercom Trust	Jeanie Lynch	Development of document, consultation and dissemination (By September 2009).
Continue to support schools to achieve 'healthy school' status	Healthy Schools Team	Annette Lyons	92.5% of schools achieve 'healthy schools' status by March 2010
Engage current 'healthy schools' within LLC in 'Healthy Schools Plus' – with a focus on EHWB	Healthy Schools Team	Annette Lyons	Schools/LCCs with 'healthy schools' status submit Action Plans for Healthy Schools Plus – with a focus on EHWB by July 2009
Homophobic bullying addressed within SRE training	PSHE Adviser	Annette Lyons	150 teachers/governors attend SRE training on curriculum and policy development by March 2010
To carry out pilot Anti-Bullying Self Review Framework	B+A Consultants	Ann Arnaouti-Baan	Review carried out. Report written and final SRF presented to all secondary schools.
Ensure schools annually update their anti-bullying policy.	Education Welfare Service	Beverley Dubash	Annual safeguarding audit completed in each Devon school.
Offer anti-bullying training to all schools through the Psychology Service training directory.	Educational Psychologists	Karen Harris	Two training courses run in North and South Devon during academic year 09/10
Reduce the number of persistent absent young people including those who cite bullying as a reason.	Education Welfare Service	Beverley Dubash	Reduction in percentage of persistent absentees at secondary from 07/08 baseline (5%).
To offer restorative approaches to schools where bullying incidents have occurred.	Education Welfare Service	Beverley Dubash	Production of case studies detailing the use of restorative practice.
Extend Restorative Approaches in Schools	Saar Yaniv	Sue McGrath	March 2010.
Continue to embed work relating to Anti Bullying and offer all schools in Devon support through individual case work, training and policy development.	Educational Psychologists	Karen Harris	All Devon schools offered consultations and planning meetings.

<i>Work with schools to implement SEAL and support SEAL activities.</i>	<i>Primary Behaviour network</i>	<i>Karen Harris</i>	<i>95% of primary schools will have SEAL embedded in their practice by September 2010</i>
<i>Research into homophobic bullying in Devon schools.</i>	<i>Karen Harris – Educational Psychologist</i>	<i>Karen Harris</i>	<i>Completion of research by December 2009. Linked to the Intercom Trust data to inform support for LGBT young people in schools.</i>
<i>Promote the use of Persona Dolls to combat racist bullying and discrimination.</i>	<i>EAL team</i>	<i>Lorraine Davis</i>	<i>Training undertaken in 6 target children centres/LLC (By March 2010).</i>
<i>Disseminate the ‘Healthy Early Years’ Award in the EY sector</i>	<i>EY Team</i>	<i>Sheena Wright</i>	<i>Roll out training programme for colleagues in EY settings from January 2010</i>
<i>Dissemination of “Stamping Out Racism With Little Feet!”.</i>	<i>EAL Team</i>	<i>Lorraine Davis</i>	<i>Training undertaken for 60 EY settings at 3 EY conferences. (By March 2010)</i>
<i>GTC classroom based research project.</i>	<i>Marian Jenkins/teachers in 10 schools.</i>	<i>Lorraine Davis</i>	<i>(i) Write up of individual teacher’s reports. (ii) Co-ordination of the analysis of results. (iii) Use of pupil voice to improve school results practice.</i>
<i>Completion/evaluation of the Skin Deep book.</i>	<i>EAL Team</i>	<i>Lorraine Davis</i>	<i>INSET undertaken for 12 target locations, identified through research.</i>
<i>Development of Skin Deep DVD resource.</i>	<i>EAL Team</i>	<i>Lorraine Davis</i>	<i>Resource produced (By March 2010).</i>
<i>Disseminate SEAL materials that highlight issues for GRT communities</i>	<i>GRTA team</i>	<i>Anne Walker</i>	<i>Materials trialed in GRT National Strategy pilot schools (March 2010) and wider dissemination planned</i>
<i>Work with schools to ensure that the curriculum reflects the history of GRT communities during GRT History month</i>	<i>GRTA team</i>	<i>Anne Walker</i>	<i>GRT History resource used in 20 schools June 2009</i>
<i>Promote the use of Persona Dolls to combat racist bullying and discrimination</i>	<i>GRTA team</i>	<i>Anne Walker</i>	<i>Materials used in 10 libraries and 10 early years settings by March 2010</i>
<i>All schools that are a part of the E-learning and mobility project to participate in the development of on-line protection against cyber-bullying</i>	<i>GRTA team</i>	<i>Anne Walker</i>	<i>Scheme to be rolled out from between April – November 2009</i>

Area of Activity 2: COMMUNITY COHESION

Specific Tasks	Resource	Lead Officer	Milestones
Identify the scale of bullying on school transport and types of bullying that are taking place. Work with individual schools/LLC's to help address issues and decrease bullying on transport.	School Transport Team	Lisa Boon	Establish robust recording system for behaviour incidents on school transport including bullying incidents (will need to link to data, reporting and recording strand?) Provide support to schools and LLC's including using the Behaviour and Incident Code to encourage them to tackle reported instances of bullying.
Full roll out of the pupil Code of Conduct for all pupils using school transport	School Transport Team	Lisa Boon	All pupils travelling 'signed up' to the Code of Conduct and agreement recorded on the Transport Management database (TRAMS).
YCC programme (current) disseminated to schools and developed further.	Marian Jenkins/ Team	Lorraine Davis	(i) Dissemination of project on line to all Devon schools. (ii) Project designed and action plan in place (by March 2010)
Black Children's Achievement project developed further.	Marian Jenkins/Team	Lorraine Davis	Project designed and action plan in place (By March 2010).
Dissemination of the Polish Connection.	EAL Team	Lorraine Davis	Training undertaken in target settings (By March 2010).
Support initiatives in target LLC in collaboration with others.	EAL Team/others.	Lorraine Davis	Planning/preparation of activities in 4 LLCs (By March 2010).
Run focus groups with groups of children, young people and adults (including teachers and governors) to gain their views on inclusion/exclusion and what is needed in Devon to help to promote community cohesion	DREC and others	Jeanie Lynch	By 2010 all schools to achieve consultation and have their views in matters of community cohesion
Carry out mapping exercise re what is already taking place in schools and other settings e.g. early years and IYSS	Jeanie Lynch	Jeanie Lynch	Spring 2010
Develop training on equality/diversity/community cohesion for schools to include BME trainers who may have experienced discrimination on moving to Devon	DREC and others	Jeanie Lynch	By 2010 all school have the training by inviting BME into schools
Develop and implement a single equality scheme for all schools to cover diversity strands, bullying and community cohesion	DREC and others	Jeanie Lynch	It is important every school will have single equality scheme. 2010.
Create and distribute DVD for children in care regarding staying safe on the internet (including what to do if you feel frightened by anyone or anything on line)	Work with Wideye communications	Andrea Morris	DVD (involving children in care) will be complete and distributed to all children in care and care leavers of appropriate age and understanding. By July 09

<i>Ensure that anti-bullying strategies are included in the re-write of the fostering handbook.</i>	<i>Work with Lindsay Stephenson</i>	<i>Andrea Morris</i>	<i>Relevant chapter of foster care handbook will include guidance for foster carers in tackling bullying and managing behaviour of children in roles of both bullies and victims. By July 09</i>
<i>Work with Children in Care council and Ops Managers in CICCL on production of pack for children on entry into care, and ensure that anti-bullying messages are included.</i>	<i>Work with Mark Goodman, Children in Care Council, (Children's Voice) and Marian Martin</i>	<i>Andrea Morris</i>	<i>Information pack for children new into care will include guidance on how to deal with bullying. By Autumn 09.</i>
<i>Support IYSS to develop Safe Space in/out of school settings</i>	<i>Sally Yeo Jeanie Lynch</i>	<i>Jeanie Lynch</i>	<i>March 2010</i>
<i>Develop specific campaigns for Black History Month (October) and LGBT History Month (February)</i>	<i>EAL Team Intercom Trust DREC</i>	<i>Jeanie Lynch</i>	<i>October 2009, February 2010</i>
<i>Develop Community Cohesion guidance for schools with regard to GRT communities</i>	<i>GRTA team</i>	<i>Anne Walker</i>	<i>February 2010</i>

Area of Activity 3 : INFORMATION, ANALYSIS AND INTELLIGENCE

Specific Tasks	Resource	Lead Officer	Milestones
<i>Consult with the SWABA Regional Adviser for advice on data collection</i>	<i>Jeanie Lynch Nick Pearce Annette Lyons</i>	<i>Annette Lyons</i>	<i>June 2009</i>
<i>Letter to head teacher reminding them of their duty to record and report racist incidents</i>	<i>Letter from Director</i>	<i>Jeanie Lynch</i>	<i>July 2009</i>
<i>Secure support of schools to collect, share and publish bullying data</i>	<i>Phase Associations Nick Pearce Jeanie Lynch and others</i>	<i>Jeanie Lynch</i>	<i>October 2009</i>
<i>Develop an Action Plan for data collection</i>	<i>Jeanie Lynch Nick Pearce and others</i>	<i>Jeanie Lynch</i>	<i>November 2009</i>
<i>Improve LA response to schools reporting incidents of bullying</i>	<i>EAL Team Traveller Education Service</i>	<i>Jeanie Lynch</i>	<i>March 2010</i>

	<i>Jeanie Lynch</i>		
<i>Investigating the use of SIMS as a data collection tool with special attention to data transfer and upgrades required.</i>	<i>5 days ScoMIS resource?</i>	<i>ScoMIS – Peter Gibbs link officer</i>	<i>June upgrade to SIMS released</i>
<i>Train school staff on SIMS use to include confidentiality issues</i>	<i>Training of school expert 372 for .5 of a day on SIMS – to be cascaded down to school staff</i>	<i>ScoMIS – Peter Gibbs link officer</i>	<i>December 2009</i>
<i>Investigate the number of bullying incidents for CiC</i>	<i>Children in Care Team</i>	<i>Andrea Morris</i>	<i>March 2010</i>
<i>Work with Police National Crime reporting process to group</i>	<i>20 minutes of next meeting</i>	<i>Andy McClenaghan</i>	<i>July 2009</i>
<i>Create baseline assessment criteria for BME population</i>	<i>MJ/ EAL Team</i>	<i>Lorraine Davis</i>	<i>Data collected/analysed</i>
<i>Appropriate action taken</i>	<i>EAL Team</i>	<i>Lorraine Davis</i>	<i>Intervention/networking groups undertaken (by March 2010).</i>

Risk Management

Identify the risks associated with achieving the objectives. Describe how the risks are to be managed and monitored under Business Continuity Intentions column. Calculate the likelihood and potential impact (Risk score) where 1 is unlikely to occur or low impact if it does occur and 5 is expected to occur and catastrophic if it does occur. Complete the risk table below as example. Only register here if risk over 15

Identified Risk	Business Continuity Intentions or measures to address risk identified	Risk score
<i>Continuing poor data so we don't really understand the extent of the problem</i>	<i>Use activities identified in the Development Plan</i>	<i>16</i>
<i>Schools not reporting racist incidents</i>	<i>Use activities identified in the Development Plan</i>	<i>16</i>

Performance Management

Identify the performance measures associated with achieving the objectives These can be inputs, outputs and outcome measures. All local measures described will need to be set up in SPAR.net. A template is available if measures are not currently reported through SPAR.net, (contact julie.mitchell@devon.gov.uk).

National/ Local	Performance Measures/ indicators	Target 2009/10 (if appropriate)	Responsible Officer
<i>Local</i>	<i>Number of schools achieve 'healthy schools' status by March 2010</i>	<i>92.5% by March 2010</i>	<i>Annette Lyons</i>
<i>Local</i>	<i>95% of Schools/LCCs with 'healthy schools' status submit Action Plans for Healthy Schools Plus by July 2009</i>	<i>July 2009</i>	<i>Annette Lyons</i>
<i>NI50</i>	<i>Emotional health of children</i>		
<i>NI58</i>	<i>Emotional and behavioural health of children in care</i>		
<i>N169</i>	<i>Children who have experienced bullying</i>		

Final checklist:

Have you addressed all **green issues** related to the delivery of these actions?

Have you identified how the **voices of children and young people** will be heard and how this will impact on improved delivery?

Have you identified and planned for **equality and diversity** implications arising from your proposed activities?