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**CHANGE
STARTS
WITH**



#ANTIBULLYINGWEEK

Welcome to today's session:

- What do we mean by 'bullying'?
- How do I know if a child is being bullied?
- How do I know if a child is bullying?
- How can I help my child?
- How should I approach the school?

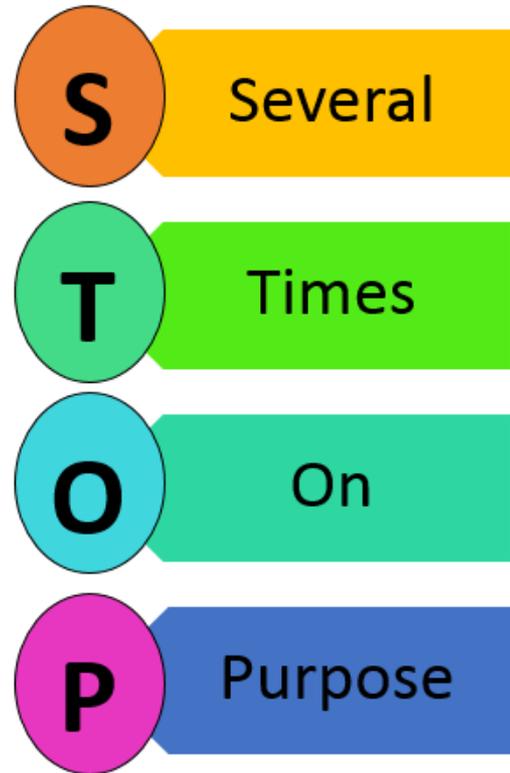
What is bullying



"...the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"

Anti-bullying Alliance

- **Repeated**
- **Intentional**
- **Power imbalance**





"Bullying is not specifically against the law, but harassment or threatening behaviour is"

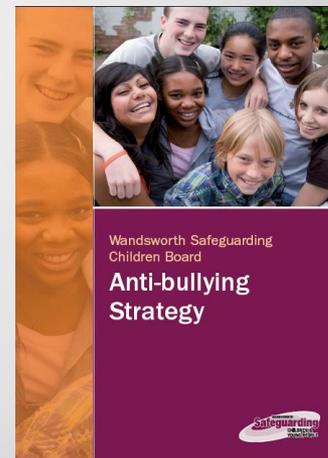
Childline.org.uk

Bullying and the Law

"It is not bullying when children of a similar age and size find themselves in conflict, disagreeing, having an argument or even fighting, without an imbalance of power or use of intimidation."

Wandsworth Anti-bullying Strategy

What *isn't* bullying



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Bullying at work affects one in three, survey says

By Brian Milligan
Personal Finance reporter

🕒 20 August 2015 | Business



More than a third of employees believe they have been bullied in their workplace, according to research for a UK law firm.

The survey - for solicitors Slater and Gordon - found that 37% of those questioned had been a victim of such behaviour.

- Physical
- Verbal
- Emotional
- Cyber

Types of bullying

- Race, religion or culture
- Special educational needs and disabilities (SEN/D)
- Sexual orientation
- Gender
- Appearance and medical conditions
- Home circumstances
- Others?

What makes children a 'target'?

How do I know if a child is being bullied



Some of the effects of bullying are easy to spot even without being told that bullying is taking place, but others can be less obvious.

- Physically?
- Emotionally?
- Behaviourally?



- Injuries that a child cannot or will not give a convincing explanation for
- Torn or damaged clothing
- General symptoms of ill health
- Bedwetting

Physical signs

- Mood swings and apparent changes in personality
- Constant anxiety/nervousness
- Depression
- Tearfulness
- Lack of confidence
- Hostility and defensiveness

Emotional signs

- Being generally withdrawn
- Exclusion from group activities
- Eating disorders
- Alcohol and/or drug use
- Self-harming
- Lashing out & abuse of others

Behavioural signs

Other signs

- Frequently “lose” money or possessions
- Tired and sleepy
- Lateness and truanting

Remember - whilst some or any of these symptoms may be because of bullying, it may be because of something else troubling a child or young person. It is important to discuss this with your child to find out what the problem is – see section 'How can I help my child?'

How do I know if a child is bullying



Often young people bully because they are being bullied and harassed in some way themselves.

- Physically?
- Emotionally?
- Behaviourally?



Physical signs

- Using physical strength/physical presence to intimidate, influence and impress other pupils
- Being overtly physical and confrontational with adults and peers

Emotional signs

- Refusal/inability to empathise with others
- Desire to be in control
- Inability/refusal to accept responsibility for actions
- A tendency to relate to others in a negative way

Behavioural signs

- Professing an exaggerated high self-opinion.
- Professing indifference for areas and activities in which they do not excel. This may involve ridiculing other children and young people who have strengths in these areas

Remember - whilst some or any of these symptoms may be because of bullying, it may be because of something else troubling a child or young person. It is important to discuss this with your child to find out what the problem is – see section ‘How can I help my child?’

What can I do to help my child



- Find a quiet place where you won't be interrupted to speak to your child
- Tell them that you are worried about them
- Ask them if they are being bullied, and if they are to tell you about it
- If they tell you that they are being bullied, remember that it is not an easy thing to talk about or admit to
- Let them know that if they are being bullied they have a right to get help to stop it, and that you will help them yourself and support them in getting help from other organisations

- Be prepared to listen without judging, and be sensitive to your child's needs and fears
- Encourage and help your child to record and report any incident of bullying that they experience to you and a member of staff at school depending on where it's happening and who's doing the bullying
- Tell your child never to endanger him or herself by standing up to bullies in a situation where he/she is outnumbered
- Be prepared to ask your child's school to make a safety plan

Question



What should I do if I know a child is bullying / being bullied?

The first thing you should do is approach the school with your concerns. First contact should be with your child's class teacher.

Step 1

If you are dissatisfied with the outcome of Step 1, you should arrange to meet with a member of the senior management team.

Step 2

If you are dissatisfied with the involvement of the SLT, you can write or arrange to meet the Headteacher.

Step 3

Although it is generally accepted that most complaints seldom get to this stage, a number still do and indeed some go further.

At this stage, you can write to the chair of the governing body with details of your complaint, and the complaints policy should outline the timescale in which you will receive a response.

Step 4

It's really important to remember the following:

- If you are unsure of the initial approach to take, always try to be calm and keep things constructive
- If you are unhappy about the way you are being treated or communicated with, keep a record of each time this has happened
- If you feel you are being blocked for any manner of reasons, be calm, but persist in reaching who it is you need to speak to
- If you talk to anybody on the telephone, always make a note of the time, date and get their name
- When communicating in writing, keep copies of everything
- If necessary, make sure you copy the appropriate parties into any correspondences
- You are the parent, it is your son or daughter that you are worried about and if you are not satisfied or in your opinion feel you have been treated unfairly, don't stop. Keep going!

Some tips...

Remember...

- Passive



- Aggressive



- Assertive



Get copies of the school's policies

- The ones you will need will be the behaviour policy, the anti-bullying policy and the school's complaints procedure. Depending on your child's situation you may also want the disability equality policy and the race equality policy.

More advice...

Talk to your child

- Your child will need a lot of encouragement. They may be reluctant to tell you about the bullying. You can help by listening and reassuring them that it is not their fault. Try to build up their general confidence and give strategies they can use for helping themselves. Some of the websites in the useful links section have tips for children and young people on dealing with bullies.

Keep a record

- When you are taking the matter up with the school it's a good idea to be sure of your facts. Keep a record of any bullying incidents with as much detail as you can. If your child has been physically injured you may want to take photos of the injuries. Include in your report any medical evidence.
- Write down the impact that the bullying has had on your child. Has their behaviour changed, are they reluctant to go to school, are they anxious, withdrawn or not sleeping?

Ask for a meeting

- Initially you may want to raise your concerns informally with your child's class teacher or form tutor. If you feel the bullying is not being dealt with, then ask for a meeting with a more senior teacher. This might be your child's head of year, or a senior teacher in charge of anti-bullying work. It can be helpful to take another person along to support you at the meeting.

Formal complaint

- If the bullying continues you can make a formal complaint in line with the school's complaints procedure. This will generally be first to the headteacher and then to the governors of the school.

From www.ace-ed.org.uk

The law

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, eg name calling, threats and abusive phone calls, emails or text messages
- hate crimes

Call 999 if you or someone else is in immediate danger.

Schools and the law

By law, all state (not private) schools must have a behaviour policy in place that includes measures to prevent all forms of bullying among pupils. This policy is decided by the school. All teachers, pupils and parents must be told what it is.

If you're reporting cyber-bullying, keep a record of the date and time of the calls, emails or texts - don't delete any messages you receive.

Reporting bullying

You should report bullying to your school in the first place - or someone you trust if it happens outside school, eg in a club or online.

Schools - reporting bullying

School staff will deal with bullying in different ways, depending on how serious the bullying is.

They might deal with it in school, eg. by disciplining those bullying, or they might report it to the police or social services.

Bullying outside school

Head teachers have the legal power to make sure pupils behave outside of school premises (state schools only).

This includes bullying that happens anywhere off the school premises, E.G. on public transport or in a town centre.

School staff can also choose to report bullying to the police or local council.

Useful websites

- ACE (Advisory Centre for Education)
www.ace-ed.org.uk
- Anti-bullying Alliance
www.anti-bullyingalliance.org.uk
- Department for Education
<https://www.gov.uk/bullying-at-school>



- **Anti-bullying Week**
- **Playground buddies**
- **Social skills, self-esteem and behaviour programmes**
- **Focus on 'celebrating difference'**
- **E-safety through curriculum and parent sessions**
- **Structured break times with one Teaching Assistant dedicated to addressing any signs of unsafe or unkind behaviour**

