

Scrutiny Review – Update November 2007 in bold    April 2008 update in Blue  
 September 2008 update in Red  
 December 2008 update in Green

## Appendix 1

Recommendation	Commentary on progress
<p>1) The Anti-Bullying Strategy is fully supported and implemented across Children and Young People’s Service</p>	<p>The Anti Bullying Steering Group has taken this as an endorsement by the Scrutiny Board and it is now being implemented through the Joint Leadership Team into Children &amp; Young People’s Service teams. Members of the Anti Bullying Steering Group will similarly disseminate through their partnership organisations.</p> <p><b>Completed</b></p> <p><b>The Anti Bullying Strategy is currently being updated and will include an action plan – (see appendix 4 – Draft document, Revised Anti Bullying Strategy).</b></p>
<p>2) Support is given to the ‘Anti Bullying Standard’</p>	<p>We have looked at similar awards in other Local Authorities. A Rotherham version has been drafted. It is a Gold, Silver and Bronze award. The standard seeks to recognise and encourage progress towards the Gold standard. The Gold is achieved where the school has an Anti Bullying policy that actively addresses bullying and includes a reporting data base to monitor bullying incidents.</p> <p><b>Following discussions with the Healthy Schools team we have now linked the Anti Bullying Standard to the Healthy Schools award. The Anti Bullying Standard is being launched as part of Anti Bullying Week.</b></p> <p><b>25 Schools now signed up to the Standard.</b></p> <p><b>4 of the 25 Schools have now been through accreditation, 4 of the schools are working towards a gold award.</b></p>
<p>3) The effectiveness of the strategy is monitored by Child &amp; Young Peoples Services Scrutiny Panel.</p>	<p><b>Anti Bullying Development Co-ordinator provides audit of Stage 2 casework to Anti Bullying Steering Group.</b></p> <p><b>Work closely with other services to implement strategies. For example:- Social &amp; Emotional Aspects of Learning – now the basis for improving behaviour in schools , MIND/Behaviour Education Support Team – supporting mental health in schools, and Praise Pod – celebrating positive behaviour in school and home.</b></p>

**Praise Pod now working in all primaries in the Rawmarsh Cluster**  
**Praise Pod being piloted in Oakwood Technology College.**  
**Schools participating in Praise Pod are as follows:**

*Redscope Primary*  
*Ashwood Primary*  
*Rosehill Primary*  
*St. Joseph's Primary*  
*Sandhill Primary*  
*Dinnington Community Primary*  
*Thorogate Primary*  
*Treeton C of E Primary*  
*Oakwood Technical College*

**Trained and preparing to go live in 2009:**

*Herringthorpe Juniors*

**Schools expressing a strong interest for 2009:**

*Clifton Comprehensive*  
*St Thomas, Kilnhurst*  
*Wales Primary*  
*West Melton*  
*Thurcroft*  
*Swinton Brookfield*  
*Dinnington Comprehensive*

**4)** That School Councils and other student bodies are fully involved in the development and monitoring of school policies and 'whole school approaches' to tackling bullying.

We have included this in the Anti Bullying Standard. Additionally the Anti Bullying Strategy Group are sharing good practice. For example, the Maltby based Behaviour Education Support Team has shared its Anti Bullying practice with Dinnington. It is on the work plan to jointly work with MIND on training for school councils.

**Anti Bullying Development Officer working closely with Rotherham Youth Cabinet to advise on how school councils can best inform school management and Governing Body. Also links in to the Anti Bullying Standard/requirement for School Council reporting to Governing Bodies.**

	<p><b>Anti Bullying Officer working closely with Clifton, Wingfield, Thrybergh and Maltby Secondary Schools – currently looking at developing their anti bullying policy with emphasis on student voice.</b></p> <p><b>Standard beginning to address this in schools that are working towards the award. Anti bullying Governors will be encouraged to link in with School Councils. A toolkit for Anti Bullying Governors currently being developed and in the interim Anti Bullying Governors can refer to terms of reference for anti bullying governors.</b></p>
<p><b>5)</b> That a single definition of bullying is developed and communicated in Rotherham MBC policies and guidance</p>	<p>Completed. We also emphasise this on the Sentinel training. Once we are able to pull off reports from the database we will carryout an audit in order to measure consistency of reporting. This will influence future training developments.</p> <p><b>Completed</b></p>
<p><b>6)</b> That schools governing bodies are encourage to nominate a ‘designated governor’ for bullying</p>	<p>Still at the planning stage; the remit is often embedded in the Discipline arrangements in schools and is currently held as a collective responsibility by some Governing Bodies. The Anti Bullying Steering Group recognise that the issue of a designated governor may be easier to achieve on larger Governing Bodies, but may need to be seen as part of related duties on smaller Governing Bodies. Opportunities are being arranged to promote the Designated Governor through Chairs and Vice Chairs meetings.</p> <p><b>Linked in to the Anti Bullying Standard. Information to be cascaded to Governing Bodies through the next Governors Newsletter. It will also be an agenda item on the next Chair and Vice-Chair Forum in November. Head Teachers will also be informed.</b></p> <p><b>Letter has been sent out to all Chairs of Governing Bodies encouraging a nomination for a designated governing. Governing Bodies representative will be asked to ensure Policies/Guidance and relevant initiatives are implemented.</b></p> <p><b>48 Schools have now nominated an Anti Bullying Governor.</b></p> <p><b>Toolkit being developed for Anti Bullying Governors – Terms of Reference has been issued in the interim.</b></p>
<p><b>7)</b> School councils should be encouraged to report annually to governing bodies on the</p>	<p>Linked as above and to the Standard.</p>

<p>effectiveness of their school policy.</p>	<p><b>Linked to the Standard – also linked to the nomination of a designated Governor for Anti Bullying</b></p> <p><b>Standard now beginning to address this through the schools that have signed up.</b></p> <p><b>Toolkit for Anti Bullying Governors will strengthen this process.</b></p>
<p><b>8)</b> That consideration be given to the funding of the Sentinel System beyond the initial development stage to ensure that its implementation and maintenance is supported.</p>	<p>There were originally 20 schools engaged in the development of the Sentinel system. This has now increased to 43 schools. Funding is secure for the next financial year; however as in the case with all Rotherham MBC priorities further funding will be subject to future bidding processes.</p> <p><b>Evaluation of Sentinel with 43 pilot schools carried out in Summer 2007. Very disappointing return – schools finding system difficult to use. Need to review how we collect information on bullying in the future. Current work looking at a SIMs compatible system.</b></p> <p><b>The interest in Sentinel has increased particularly from schools who are working towards the Standard.</b></p> <p><b>Although the interest in Sentinel initially increased the system was only used by 2 schools. Because of such a disappointing return further funding for Sentinel could not be justified. Future plans are now to look at using SIMs as an alternative and a meeting is to be arranged with Capita. National picture likely to affect future decisions regarding recording and monitoring of incidents as the Government have announced plans to make the recording analysis of Anti Bullying incidents a mandatory requirement. It is important to note that should this become a mandatory requirement then there may be future cost implications.</b></p>
<p><b>9)</b> That a survey of Children &amp; Young People’s perceptions and attitudes towards bullying be conducted on an annual basis.</p>	<p>Bullying Survey document has been prepared by Anti Bullying Strategy Steering Group. This to be used to develop more detailed information than currently collected by other surveys</p> <p><b>The Lifestyle Survey questions on bullying to be brought into line with the national Tell Us 2 survey. This will provide Rotherham with an opportunity to baseline against a national baseline.</b></p> <p><b>The Lifestyle Survey question around bullying has been brought into line with the</b></p>

	<p><b>national Tellus3 survey as this now asks if pupils have been bullied in the last 4 weeks and a comparable question is asked in the Tellus3 survey.</b></p> <p><b>The Tellus3 survey covers the following year groups Year 6, Year 8 and Year 10 and enables comparisons to be made with national data. Rotherham’s Lifestyle survey covers Year 5, Year 7 and Year 10 pupils; and is a local survey and has a bigger sample. The number of pupils who completed the Rotherham secondary survey is over 2,000 pupils and over 500 completed the primary survey. Over 1,000 Rotherham pupils completed the Tellus3 survey.</b></p>
<p><b>10)</b> Based on the findings of the pilot evaluation, that consideration is given to encouraging all schools to utilise the missDorothy.com resources, distributed to all schools in S Yorkshire as part of a coordinated approach to addressing bullying.</p>	<p>South Yorkshire Police and Fire Service have been working regionally with missDorothy.com and a further presentation to Rotherham schools was made in March.</p> <p><b>Anti Bullying Development Officer asking School Councils to feedback regarding if their schools are using Miss Dorothy.com. Early indications from pilot schools not showing the impact expected.</b></p> <ul style="list-style-type: none"> <li>• <b>68 Rotherham Schools have attended training.</b></li> <li>• <b>No clarity about how many schools are actually using the materials.</b></li> <li>• <b>PCSO’s have been told to contact the school in their patch regarding Miss Dorothy.</b></li> </ul> <p><b>Plans to send out an audit document to all schools will give a better picture of how many schools are currently using Miss Dorothy.com resources</b></p>
<p><b>11)</b> That a coordinated approach is given to the purchasing of resources on an authority wide basis to ensure that they complement current initiatives, such as SEAL</p>	<p>The Anti Bullying Steering Group recognises that there are a number of approaches and subsequently materials promoting Anti Bullying strategies. A sub group of the ABSG focuses on the promotion of curriculum materials. The Anti Bullying Steering Group will promote those materials most closely supporting the definition and the strategy to ensure consistency of materials. It is proposed to circulate information on these materials through the school mail system.</p> <p><b>Anti Bullying Strategy Group has identified key approaches that partners have identified as effective e.g. restorative justice where victims are supported by the perpetrators. Materials supporting this approach circulated to partners with recommendations for use.</b></p>

	<p><b>Ongoing</b></p>
<p><b>12)</b> That the learning from the BEST project and partnership with Rotherham Mind is rolled out across the Borough and consideration is given to how this partnership can be supported beyond 2008 when the funding of Behaviour Improvement Project ceases</p>	<p>Best practice is being shared across the Behaviour Education Support Team partnership schools as well as in those schools outside of the partnership area e.g. Dinnington (see 4).</p> <p><b>BEST currently funded until April 2009.</b></p>
<p><b>13)</b> That clear pathways for addressing bullying are developed, understood and communicated to children, parents, teachers and other relevant agencies across the Borough</p>	<p>A pathway has been identified and piloted in the Maltby and Dinnington areas through the Behaviour Education Support Team. This identifies sources of counselling support where necessary for victims of bullying.</p> <p><b>The Pathway Project is on target for dissemination into all schools during Spring Term 2008</b></p> <p><b>Maltby are now working in partnership with Clifton Comprehensive with a view to Clifton setting up a pathway for anti bullying.</b></p> <p><b>Clifton now have a pathway working in school.</b></p> <p><b>The Pathway Project is now completed in Maltby and the model is ready for other schools to use. Anti Bullying Development Officer to meet with Maltby Best to discuss the best way forward for dissemination to schools.</b></p>
<p><b>15)</b> That links are made with neighbourhood champions (where appropriate) to ensure that a co-ordinated approach is taken to bullying both inside and outside schools</p>	<p>Future work planning will continue to support this recommendation through the core work of the Anti Bullying Development Officer. Members of the Joint Leadership Team attending the Safer Rotherham Partnership do champion the Anti Bullying Strategy. Protocols currently exist that propose that such incidents are dealt with through the school's discipline policy.</p> <p><b>Anti Bullying Development Officer linking with Neighbourhood Champions across Rotherham. The Neighbourhood Champions now able to report incidents in communities as part of auditing process.</b></p> <p><b>Anti Bullying Officer has worked with individual Neighbourhood Champions but is still trying to make links with Neighbourhood Champion Managers.</b></p>

	<p><b>Safer Schools Partnership Steering group has been formed incorporating PYPO's, Healthy Schools, Anti Bullying Development Officer, Healthy Schools and representatives from secondary schools.</b></p>
<p><b>16)</b> That links are made with youth organisations such as the scouts and guides to ensure that a co-ordinated approach is taken to addressing bullying</p>	<p>This constitutes core work for the Anti Bullying Development Officer. Invitation has been sought to scout and guide leaders meetings.</p> <p><b>Anti Bullying Development Officer meets with Scout and Guide Leaders. Anti Bullying Development Officer visiting individual Scouts/Guides Groups across the Borough to promote the Anti-bullying Strategy.</b></p> <p><b>Meetings to be set up.</b></p> <p><b>ABO has had meetings with Guide Leaders with plans to offer Anti Bullying information sessions to Leaders</b></p> <p><b>Youth Organisations have their own anti bullying policies in place and include anti bullying is covered in their handbooks for young people.</b></p>
<p><b>17)</b> That consideration is given to extending the role of the Council's Health, Safety and Welfare Panel to incorporate the monitoring of bullying incidents in schools where there are widespread concerns or significant issues.</p>	<p>Discussion has taken place with Health and Safety colleagues in Children &amp; Young Peoples Service. Currently physical injuries are recorded, but not necessarily sourced as due to bullying. The key source of bullying incidents will in due course be through Sentinel, whereby trends and incidence will provide opportunities for further targeting of resources to areas of concern.</p> <p><b>Difficulties with Sentinel identified above. Main monitoring of coming through Stage 2 Complaints to CYPS. Reliance on schools to report specific types of bullying through other reporting systems e.g. Racial harassment reporting.</b></p> <p><b>Anti Bullying to attend the CYPS Health and Safety group meeting.</b></p> <p><b>Anti Bullying Officer has attended CYPS Health &amp; Safety group meetings and will be invited to future meetings to form a collaboration with group members.</b></p> <p><b>Anti Bullying Development Officer to attend the next CYPS Health and Safety group meeting to discuss future developments for the recording of bullying incidents in schools</b></p>

## Other developments

- The Anti Bullying Development Officer has been involved in supporting 20 schools in reviewing their Anti Bullying policy. This has enabled advice to be provided against our model policy bench mark. A further 12 schools have utilised the Healthy Schools policy day to review their Anti Bullying Policy.
- Very positive partnership has developed with Rotherham United. They are represented on the Anti Bullying Steering Group. An anti-bullying initiative was held recently on a match day promoting the Anti Bullying Strategy. They have given considerable publicity to our partnership in their community newsletter.
- South Yorkshire Members of Parliament have been brokering future regional partnerships with national charities involved in anti-bullying around the development of resources.
- **Anti Bullying Week programme of events circulated involving schools, services and partners. . Communications Team have provided press statements to ensure high profile in national and local media.**
- **The Anti Bullying Development Officer is currently working with Thrybergh Comprehensive on a 4 week anti bullying project. The project is a pilot being run with year 8 pupils with a view to expanding the project from September to include whole school. The project will start with an anti bullying assembly followed by work in form time and 4 weeks of PSHE. At the end of the project the year 8's will hold a performance for parents to include role play, poems and posters. If this has a positive impact it could then be used as a model of good practice for other schools.**
- **Clifton Comprehensive have now appointed an Anti Bullying Officer who will be dedicated to Anti Bullying duties.**
- **Both Rawmarsh Community School and Dinnington Comprehensive are both working with CRESST (Conflict Resolution Education in Sheffield Schools Training), CRESST offer training in Peer Mediation techniques and Restorative Practice.**
- **Wingfield School and Clifton School both held events during Anti Bullying week and worked with their feeder school and partnership schools to bring together a sharing of good practice.**
- **Winterhill School and Wickersley School are both engaging in a peer mentoring**



**training programme.**

- **Anti Bullying Model Guidance currently being updated.**
- **Audit of anti bullying good practice in schools to be completed by June 2009 in order to set up a good practice database.**