

Proposal to the Schools Forum For the Appointment of a Calderdale Anti-Bullying Coordinator (Fixed Term 3 years)

1. Background

1.1 The Calderdale Anti-bullying Strategy describes Calderdale's ambition and key priorities to ensure that children and young people in Calderdale are protected from all forms of bullying which has a detrimental effect on their health and development including their emotional and mental health

1.2 This briefing paper sets out our proposals to further develop, coordinate and integrate multi-agency services to tackle the causes and effects of bullying in order to achieve strategic and legislative objectives, namely:

1.3 The Children Act 2004

Which places a statutory duty on Children Services Authorities to work in partnership with stakeholders and partner agencies to deliver integrated services and improve preventative and early intervention services for children and their families

1.4 Children and Young People's Plan (2008 - 2011)

Staying Safe Priority SS8 children who have experienced bullying (NI69) Page 56

1.5 Every Child Matters

Every Child Matters makes specific reference within two of the five outcomes to bullying, namely:

- **Staying Safe:** children and young people are safe from bullying and discrimination
- **Making a positive contribution:** Children and young people develop positive relationships and choose not to bully or discriminate

However bullying impacts on the other three areas namely:

- **Being healthy:** affecting the emotional mental well being of children and young people and developing resilience
- **Enjoying and achieving:** none attendance school or becoming disaffected learners as a result of being bullied
- **Economic Wellbeing:** failure to complete the education impacts on future prosperity and employment and can lead to subsequent mental health issues in adulthood

2 The Evidence Base

2.1 National Healthy Schools, Anti-Bullying guidance to schools (2007) identifies

- Higher rates for primary aged children (24 – 50%) than for secondary aged children (10 – 28%) however, there is recognition that incidents of bullying are significantly under reported
- 5 – 10% of children and young people are likely to suffer persistent bullying on at least a weekly basis

- A consistent association between bullying raised scores on measure of psychological distress
- The experience of being bullied is correlated with anxiety and some research suggests that girls are more vulnerable to increased levels of anxiety compared to boys
- Symptoms of depression have been found to be associated with the experience of being bullied, and girls are more likely to score higher on measures of depression compared to boys who have been bullied
- The association between self-esteem and the experience of being bullied is well established
- Egan and Perry (1998) identified a causal link between the experience of being bullied and a lowered sense of perceived social competence (or ability) to interact with others
- Correlation between being bullied and thinking about suicide

2.2 Bullying involving Children with Special Education Needs and Disabilities guidance (2008)

- Mencap survey (2007) identified that 8/10 respondents had been bullied and 6/10 had been physically hurt
- Reports by the Children's Commissioner, the National Autistic Society and Mencap concluded that children with SEN and disabilities are more likely than their peers to be bullied

2.3 The School Report (2007)

- 65% of young lesbian, gay, bisexual and transsexual (LGBT) pupils have experienced direct bullying
- 75% of young LGBT young people attending faith schools have experienced bullying

2.4 Children on bullying: A Report by the Children's Rights Director for England (2008)

- 14% of children get bullied often or most of the time and 20% sometimes got bullied

2.5 The National OfSTED TellUs3 survey (2008) undertaken with Year 6, 8 and 10 within schools revealed

- 39% of young people had experienced bullying at school and only 11% said bullying was not a problem in their school
- Over 25% said that bullying was a significant worry for them and One in Nine felt unsafe in school, or going to and from school

2.6 Calderdale Response within TellUs3 Survey (2008) – 632 responses - revealed

- 43% had experienced bullying within school and 24% elsewhere

The Calderdale anti-bullying strategy summary is attached as appendix 1

3 The Proposal

3.1 To appoint a Calderdale Anti-Bullying Coordinator for a fixed term of 3 years (with the potential to extend the tenure of the post), the primary role and responsibilities to include:

- Actively involving children, young people, parents, carers and stakeholders to tackle bullying
- To work in partnership across all services for children and young people to minimise and reduce incidents of bullying, harassment and violence
- To work pro-actively with schools to support the development of anti-bullying practice and to provide specific advice as required
- Ensure a joined up approach to anti-bullying work across the full continuum of services for children and young people including prevention, early intervention and targeted support
- Further develop a sense of shared purpose, values and goals across key stakeholders including awareness raising focusing on improved outcomes for children and young people
- Promote and support effective anti-bullying policies, procedures and training across all stakeholders, through monitoring and evaluating impact and outcomes for children and young people

4 Costing

Expenditure	Year One	Year Two	Year Three
Salary (including on costs at Mid point)	£36,743	£37,845	£38,980
Activity Support	£10,000	£12,283	£10,607
Travel	£1,332	£1,372	£1,413
Accommodation, desk and Stationery	£3,925	£3,000	£3,000
Admin Support	£5,000	£5,500	£6,000
Advertising, Recruitment and Selection	£1,500		
Laptop	£1,500		
Total Cost:	£60,000	£60,000	£60,000

5 Proposed funding

5.1 The proposed funding package for the Anti-bullying co-ordinator has been approved by the joint commissioning group.

Year 1 2009-10	Year 2 2010-11	Year 3 2011-2
CAMHS grant £50,000	Children's Fund Grant 30K	Children's Fund Grant 30K
Connexions grant £10,000	DSG 30K	DSG 30K

Schools Forum is asked for a view on the funding to come from the DSG in 2010 and 2011 as a contribution from all schools as funding partners. This will evidence a commitment from the school community as a whole to supporting anti-bullying practices wherever children and young people are within Calderdale.

6 Risks

6.1 The research shows that the impact of bullying on children and young people is significant and needs to be tackled effectively in all settings. There are a number of risks in not appointing to this post:

- Lack of recognition of the impact of bullying in schools, this will be raised by Ofsted as part of the safeguarding element of provision in schools.
- Failure to meet the Children and Young People's Plan objective and National Indicator 69 – key source of evidence within the new Comprehensive Area Assessment
- Impact for the new Comprehensive Area Assessment which considers how well local public services are delivered focusing on agreed priorities such as health and improvement prospects
- Failure to meet our statutory responsibilities
 - under the Children Act 2004,
 - to safeguard the welfare of children and young people
 - set out within the Every Child Matters 5 outcomes framework

7 Recommendation

7.1 Schools Forum is asked to give a view on the proposed contribution from the DSG to the funding package for the anti-bullying co-ordinator for 2010-11 and 2011-12.