



Nottinghamshire
County Council

Anti-bullying Policy 2011-2014



Working together
to stop bullying

BULLYING HAPPENS
& IN THE REAL
DIGITAL WORLD!

MOCKING

name
calling

HELP US TO

bullying
or
warrior?

Accept and
VALUE
difference

STOP

BULLYING

RUMOURS

report bullying



ANTI-BULLYING POLICY

Children, Families and Cultural Services

The National Context

Bullying is among the top concerns that parents have about their children's safety and well being. It is also a top concern for children and young people themselves. Bullying makes the lives of its victims a misery: it undermines their confidence and self esteem; it destroys their sense of security; it impacts on its victims' attendance and attainment at school; it can marginalise those groups who may be particular targets; and it can have a life long negative impact on the lives of children. At worst, bullying has been a factor in suicide by young people.

The Coalition Government has made preventing and tackling bullying one of its top priorities recognising that pupils learn best in a safe and calm environment that is free from disruption and in which education is the primary focus. The new Ofsted framework includes 'behaviour and safety' as one of its key criteria for inspections. Schools should be able to demonstrate the impact of anti-bullying policies.

New advice for school leaders to tackle bullying and its effect on children, acknowledges that the problem of bullying also persists outside school, in the local community, on the journey to and from school, and may continue into FE. The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

There is also evidence that a substantial amount of bullying is fuelled by prejudice: racial, religious, sexual and homophobic, against children with special educational needs or disabilities, and against children who are perceived as different in some way. Groups of children who are particularly vulnerable to bullying include children and young people in the care of the local authority, young carers, children from traveller families, and children affected by parental substance misuse and domestic violence.

We all have a shared responsibility to work to prevent and tackle bullying of all kinds in order to protect the well being of some of our most vulnerable young people, to promote stronger communities in which diversity is valued, and to ensure that all children and young people are protected.

The Local Context

Nottinghamshire County Council's Children, Families and Cultural Services have set out the following ambition statement.

Our Ambition:

We want Nottinghamshire to be a place where children are safe, healthy and happy, where everyone enjoys a good quality of life and where everyone can achieve their potential.

The definition of bullying

In Nottinghamshire we have decided to adopt the definition of bullying used in government advice to headteachers, staff and governing bodies (Department of Education July 2011)

“Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally.”

The young people who worked to produce the young person's version of this policy wished to add “This can happen in the real or digital world”. (A Young Persons Guide to Nottinghamshire's anti-bullying policy January 2010.)

How we will tackle bullying

We will provide direction, leadership and operational support to schools and to the wider community to ensure that all children and young people remain safe from bullying behaviour and have the opportunity to thrive and prosper, emotionally, socially and academically.

All children, young people and their families should feel confident that in all settings, we are creating an environment in which bullying plays no part.

We aim to work with young people in safe environments, to develop cooperative behaviour as well as appreciation and tolerance of diversity. This will involve young people making decisions, and supporting each other where conflicts may emerge, especially when these conflicts involve vulnerable young people.

When a child or young person does encounter bullying we will ensure that the mechanisms are in place to allow them to:-

- Report the incident and feel they have been listened to, and taken seriously
- Have it properly recorded so it can be monitored, appropriate action taken and followed up.
- Feel that appropriate action has been taken.

Current position

The post of Anti-bullying co-ordinator sits within Children, Families and Cultural Services, and the post-holder is responsible for promoting anti-bullying work.

The Anti-bullying Steering Group is a multi agency group which is responsible for the development and monitoring of the County's anti-bullying strategy and plan. Its terms of reference are:

- To contribute and advise on effective strategy for anti-bullying work in Nottinghamshire.
- To ensure that Local Authority policy and strategy conforms to national strategy.
- To link anti-bullying work across the Local Authority with all other related groups.
- To raise the profile of anti-bullying work in the Local Authority.
- To help develop a consistent approach to bullying in schools, including policy development, recording, monitoring and preventative strategies
- To disseminate and celebrate good practice.

We are an associate member of the Anti-Bullying Alliance. Our work to support the development of Peer Mentoring in schools has received Approved Provider Status from the Mentoring and Befriending Foundation.

Key Themes

The Anti-bullying policy and strategic plan in Nottinghamshire will be informed by

- views and feedback from children, young people and their families
- the analysis of data
- active engagement with other agencies including charities and voluntary groups working with young people.
- a focus on the particular needs of vulnerable groups
- emphasis on preventing bullying, as well as recognising and dealing with it when it occurs.

A young person's version of this policy is also available designed by young people in the form of a poster and leaflet.

Strategic priorities for 2011-2014

- Continuing to support schools in Nottinghamshire on the national agenda to improve behaviour and safety in schools, and create a positive climate for learning.
- Working with the wider community to ensure consistency in anti-bullying work across the county for all children and their families, especially vulnerable groups.
- Enabling more families in Nottinghamshire to develop strategies and have access to support to keep themselves safe in the digital world.

What does bullying look like?

Bullying can include:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Physical assault
- Taking or damaging belongings
- Cyber bullying: inappropriate text messaging and e-mailing; sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping and spreading hurtful and untruthful rumours
- Excluding people from groups

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the Bystanders or Accessories.

Cyber bullying and E-safety

The rapid development of and widespread access to technology has provided a new medium for bullying which can occur both in and out of school. This is a different form of bullying which can happen at any time, and with a potentially bigger audience. It is important that young people are taught how to keep themselves safe on line and to consider their own behaviour towards each other.

Why are some children and young people the focus of bullying?

Specific types of bullying include:

- Bullying related to race, religion, or culture
- Bullying related to special educational needs or disabilities
- Bullying related to appearance or health
- Bullying relating to sexual orientation
- Bullying of young carers, looked after children, or otherwise related to a child's home circumstances
- Sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- Young People
- Young people and staff
- Between staff
- Individuals or groups

Relevant legislation and guidance

Local

The Young People's Version of the Nottinghamshire Anti-bullying Policy

National

The Education and Inspections Act 2006 (sec 89)

- Provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents
- Gives head teachers the ability to ensure that pupils behave when they are not on school premises or under the lawful control of school staff.

*This legislation does not apply to independent schools.

The Equality Act 2010

The new Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Schools are now required to comply with the new Equality Duty.

The Act also makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales the Act applies to all maintained and independent schools, including Academies and Free Schools, and maintained and non-maintained special schools.

Children Act 1989

A bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where child protection is not considered to be an issue, the child may need safeguarding and schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour, or communications, could be a criminal offence. This covers incidents of Cyber bullying.

The Protection from Harassment Act 1997

The Malicious Communications Act 1988

The Communications Act 2003

The Public Order Act 1986

Government Guidance

Bullying Advice for Head teachers, staff and governing bodies
Department of Education July 2011

[Behaviour and Discipline in Schools - Guidance for Teachers and School Staff](#) (Dept of Education July 2011)

Associated resources

[Anti-bullying Alliance \(ABA\) – www.anti-bullying.org](#)

Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

[Mencap – www.mencap.org](#)

Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

[Stonewall – www.stonewall.org.uk](#)

The lesbian, gay and bisexual charity

[Educational Action Challenging Homophobia \(EACH\) - www.eachaction.org.uk](#)

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a free phone helpline.

[School's Out – www.schools-out.org.uk](#)

[Beatbullying – www.beatbullying.org.uk](#)

Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

[Childnet International – www.childnet-int.org](#)

The UK's safer internet centre

Strategic Priority One: Continuing to support schools in Nottinghamshire on the national agenda to improve behaviour and safety in schools, and create a positive climate for learning.

We will achieve this by:-

- Working within existing networks of schools and supporting the development of new networks to share good practice across the county.
- Extending support to schools to develop Peer Mentoring as an anti-bullying strategy. This will make use of the expertise developed by Nottinghamshire County Council in its Peer Support Programme (Accredited until 2013)
- Offering quality assurance checks for schools to develop their anti-bullying policies, as well as providing support in implementing policies in schools (linking with the new OFSTED framework 2012)
- Improving communications strategy with schools around anti-bullying work. This includes the use of Fronter and Wired, as well as the production of a termly newsletter.
- The Education Improvement Service signposting schools to the role, training and support available from the anti-bullying Coordinator in developing a safe to learn ethos in schools as exemplified in the Behaviour and Safety judgement of the new OFSTED Framework (2012)
- The work of the anti-bullying coordinator in relation to anti-bullying and e-safety continuing to be signposted in all safeguarding training in the county. Any specific concerns where it is believed it is an establishment/whole school issue which needs to be addressed will also be referred to the anti-bullying co-ordinator
- Governors being made aware of their role in developing and implementing anti-bullying work in schools, and the designated governor will be confident to deal with any parental concerns they are asked to deal with.
- Working with Nottinghamshire Healthy Schools Programme to support schools in the development of their enhanced programmes when anti-bullying and related emotional health and well-being are raised as an issue.
- Developing training programmes to support schools and other settings to effectively identify and address specific forms of bullying behaviour.
- Working with the Nottinghamshire Young Carers Services to promote and develop the Young Carers Centre for Excellence Certificate with schools across Nottinghamshire.

Success looks like this:

- Nottinghamshire schools have robust anti-bullying policies and strategies in place which are supported by and involve all stakeholders.
- Children and young people in Nottinghamshire schools feel that bullying is taken seriously and are involved in the process that makes their school feel safe.
- Nottinghamshire schools have strong and sustainable Peer Mentoring schemes based on nationally approved good practice.
- All Nottinghamshire schools have access to and are aware of, the support available to them to help create a climate for learning and conform to the new Ofsted framework.
- There are opportunities for schools and other settings to share good practice and celebrate achievement.

- Nottinghamshire schools continue to develop their Healthy schools work by developing their enhanced models which respond to local priorities in relation to emotional health and wellbeing, and safety.
- All Nottinghamshire schools have identified the most vulnerable pupils to bullying and have strategies and tactics in place to support them.

Strategic Priority Two: Working with the wider community to ensure consistency in anti-bullying work across the county for all children and their families, especially vulnerable groups.

We will achieve this by:-

- Working as part of the Children and Young Peoples Crime Prevention Practitioners Group and other relevant groups, to ensure better communication and support to all practitioners in anti-bullying work.
- Keeping up with national developments through the Anti-Bullying Alliance and meeting with other regional anti-bullying coordinators to share good practice.
- Working with other groups within the County Council to support vulnerable young people in Nottinghamshire such as looked after children, young carers, victims of hate crime, (homophobic, sexist, racial and disabilities) victims of domestic violence.
- Developing ways to consult with and support young people on anti-bullying and e-safety issues, and sharing and acting upon the information received.
- Developing ways of consulting and informing parents and carers, and sharing and acting on the information.
- Ensuring that membership of the Anti-bullying Steering Group reflects the broad range of practitioners involved in anti-bullying work in Nottinghamshire.
- Continuing to promote Anti-bullying week in November as a way of showcasing good practice.
- Developing a communications strategy so the wider community are kept informed of the anti-bullying work of the county council and other agencies.
- Supporting the implementation of Nottinghamshire's Young Carers Strategy and Action Plan.

Success looks like this

- Anti-bullying work contributes to and informs other work in Nottinghamshire in the areas of anti social behaviour and safety. It does this by promoting and sharing good practice, and by publicising related opportunities.
- As an associate member of the Anti-Bullying Alliance, Nottinghamshire County Council contributes to, and is informed of national developments.
- Young people feel more involved in anti-bullying work in Nottinghamshire and are confident that their voices are heard.
- Parents have access to advice and support around anti-bullying issues.
- The Anti bullying Steering Group receives regular feed back on progress of the strategy.
- Anti-bullying week is supported across Nottinghamshire schools and settings and raises public awareness of anti-bullying work in Nottinghamshire.
- Anti-bullying bullying work receives positive media attention across the county
- Fewer young carers are facing bullying in their communities and schools

Strategic Priority Three: Enabling more families in Nottinghamshire to develop strategies and have access to support to keep themselves safe in the digital world.

We will achieve this by:-

- Continuing to work with schools to offer e-safety sessions for parents and staff to increase their awareness and confidence in dealing with safety.
- Promoting E-safety day in February as a way of informing the wider community of our work.
- Working with DARE on a free resource about e-safety and use of prescription drugs which will be available to all Nottinghamshire schools and other youth organisations.
- Providing information about some simple strategies for children, young people and their families to be available on county council websites, about keeping safe online.

Success looks like this:

- More Nottinghamshire schools have integrated e-safety into their curriculum and developed acceptable use policies for their school.
- Children, young people and their families in Nottinghamshire know and use simple strategies to keep themselves safe on line.
- More parents/carers feel confident about talking to their children about e-safety.
- E-safety day is used to promote e-safety issues.
- All secondary schools and other settings in Nottinghamshire have access to a free resource on e-safety.

Nottinghamshire's Anti-Bullying Plan – 2011 - 2014

Aim: To coordinate and support effective anti-bullying work across Nottinghamshire and ensure that it conforms to local and national anti-bullying standards so that all children and young people in Nottinghamshire feel safe from bullying.

Priority one – Continuing to support schools in Nottinghamshire on the national agenda to improve behaviour and safety in schools, and create a positive climate for learning.

	What do we want to be different in two year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
1.1	Schools from all phases that have developed good practice in anti-bullying work will be identified and enabled to share this with others.	<p>AB coordinator to attend Primary Climate for Learning Networks to disseminate good practice.</p> <p>Scrutiny of OFSTED judgements for Behaviour and Safety to identify good practice.</p> <p>EIS knowledge of good practice to be shared with AB Coordinator and EIS - B&A Adviser</p>	A directory of Lead Practice Schools for Anti-bullying work is established	<p>Additional good practice schools are added to the directory.</p> <p>Evaluation of Learning Visits to Good Practice schools is established.</p>	No additional resources required	Lorna Naylor Linda Armitage	
1.2	A coordinated approach from the EIS to signpost schools to the Quality Assurance of Anti-bullying Policies, training etc. From this the AB Coordinator will support developing a safe Climate for Learning in the identified schools.	<p>Anti-bullying training information will be shared across the EIS.</p> <p>Opportunities for AB Coordinator to outline her role at existing Networks.</p>	All schools with a 3 or 4 for Behaviour and Safety OFSTED judgement will receive appropriate support from the AB Coordinator	All schools will be confident that their anti-bullying work is of a quality to obtain at least a 'Good' OFSTED judgement.	No additional resources required	Education Improvement Service Group Manager	

	What do we want to be different in one year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
1.3	Schools in Nottinghamshire working together to develop high quality Peer Support schemes as part of their strategies to reduce bullying and encourage pupil participation	A celebration event in October 2011 for those schools who achieved Approved Provider Status from the Mentoring and Befriending Foundation. Consultation at the event to plan the best way to disseminate this work throughout the county,	Event held on October 18 th 2011. Room on Fronter opened in December 2011 to share good practice from the Nottinghamshire Peer Mentoring project. District networks planned	All schools will have access to up to date and good quality advice about Peer support schemes both electronically and through networks, they have helped, develop and are running.	Room hire for October event £60. Fronter - initial admin costs to setup networks	Lorna Naylor Nicki Hammill	
1.4	All schools in Nottinghamshire will have had an offer of quality assurance for their Anti-Bullying policy which will ensure it conforms to current guidelines and the 2012 Ofsted framework	The Model policy and Model reporting sheets will be updated and available on Wired and Fronter The anti-bullying coordinator will offer QA for all policies and offer training and advice where appropriate to implement policies	Model policy documents on Wired and Fronter from September 2011. A training offer document is also available and is also signposted by EIS (see 1.2)	At least 50% of all schools will have had their policies assessed. Schools requiring training and support will have received support and have been satisfied with the standard.	No additional resources required	Lorna Naylor	
1.5	Schools and other settings in Nottinghamshire are kept informed of developments in Anti-bullying work through a clear communications strategy to inform them of national and local developments and recommending and promoting initiatives to support their work	Fronter and Wired will be used to keep schools informed. A newsletter will be produced once a term and circulated through the existing channels. Other channels will be explored to ensure that information reaches other settings	Wired will be checked regularly and kept updated and out of date information removed. Fronter rooms will be maintained.	Anti -bullying information is easily accessible to all county council users and employees	No additional resources required	Charles Savage/Lorna Naylor	

	What do we want to be different in one year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
1.6	Anti-bullying and e-safety work will continue to be linked with safeguarding support offered to Nottinghamshire schools and settings	<p>The work of the AB coordinator on e-safety and anti-bullying will continue to be signposted in all safeguarding training in the county.</p> <p>Any specific concerns where it is believed it is an establishment/whole school issue will also be referred to the anti-bullying coordinator</p>	<p>Schools will all be aware of how to access specific training and support and understand the links with AB work and safeguarding.</p> <p>Schools will know how to obtain support and training around e-safety issues.</p>	More schools will have accessed e-safety training where appropriates.	No additional resources required	Cheryl Stollery and Lorna Naylor	
1.7	Governors will be aware of their role in developing and implementing AB work in schools and the designated governor or governor committee will be confident to deal with any parental concerns they are asked to deal with	<p>Governing bodies receive advice and information on good practice in Anti-bullying strategy, policy and procedures</p> <p>Governing bodies update and adopt anti bullying policy and have arrangements in place to give this under regular review</p> <p>The designated governor or governor committee (as appropriate) monitors and evaluates the impact of strategies to promote anti bullying and provides regular reports</p>	<p>All governing bodies have revised and updated policy in place</p> <p>All governing bodies have agreed arrangements for monitoring and evaluation of the impact of anti bullying strategy and policy framework (eg: termly report from Head teacher)</p> <p>Training course or "hot topic" seminar for governors</p>	Governing bodies receive an annual monitoring and evaluation report on anti-bullying strategies	<p>Model policy for distribution to all schools</p> <p>Article for Notts. Governor (summer 2012 and 2013)</p>	Leonie Mickle	

	What do we want to be different in one year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
1.8	Schools in Nottinghamshire will continue to use the Nottinghamshire Healthy schools programme to further develop their work around bullying and other social and emotional related activities	<p>The Healthy School's Team offer of support to schools includes:- Whole School Review (WSR) – Schools who wish to retain their GOLD (NHSS) Status must complete the WSR within three years of their Gold award date, otherwise status will be lost (from then on Status is to be renewed every two years). WSR can also be used by schools that have not reached NHSS Gold Status and wish to be locally accredited.</p> <p>Enhancement – a 'plan, do, review' approach for schools wishing to further develop their health and well-being provision for their pupils and young people. Through analysis of local and school data we can help schools to establish and develop priorities which can be linked to their School Development/School Improvement Plan.</p>	<p>The Healthy schools team will continue to support schools with bullying policies and practices inline with local and national guidance.</p> <p>Schools who identify bullying priorities from enhancement work will receive support and guidance.</p> <p>As part of support schools can take part in Investors in Pupils- a national quality-mark award for schools which recognises their achievement in the development of participation and pupil voice, promotes self-confidence and self-esteem, thus impacting on pupil's health and well-being.</p>	<p>The 92% Nottinghamshire schools working through Healthy schools will have completed their whole school review including updating AB work.</p> <p>Schools who identify bullying as priority will have strategies in place and can show improvement</p> <p>More schools in Nottinghamshire will become Investors in Pupils</p>	No additional resources required	The Healthy School Team	

	What do we want to be different in one year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
1.9	Training needs on specific areas of AB will be identified and packages made available	The AB coordinator will work with professionals from specific areas where appropriate to provide training packages on specific aspects of AB work	Training needs will be identified. These can then be developed or schools and settings can be signposted to existing training available.	Schools will be kept informed of training and opportunities via the annual training offer and newsletter. Schools feel more confident to address specific issues and types of bullying and can offer training for staff that require it.	No additional resources required. Costs of training will be recovered from schools through charging.	Lorna Naylor	

Priority two – Working with the wider community to ensure consistency in anti-bullying work across the county for all children and their families, especially vulnerable groups.

	What do we want to be different in two year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
2.1	Anti-bullying work links with the work of other relevant groups working within Nottinghamshire, to ensure better communication and support in work with young people.	The Children and Young People's Crime Prevention Practitioners Group has been established to provide better communication and links with other groups across the county.	Work with young people on crime prevention and safety is regularly shared. This work is targeted towards priority areas where appropriate	Work with young people in this area is targeted and coordinated	No additional resources required	Leah Sareen	YCPAG Delivery Plan 2011-2012
2.2	Nottinghamshire County Council anti-bullying work continues to keep up with and contribute to developments in anti-bullying work nationally.	Nottinghamshire CC is an associate member of the Anti-bullying alliance and will continue to work with the alliance and share good practice. Regular informal meetings with anti-bullying coordinators across the East Midlands will also continue to support each other in their work.	Nottinghamshire continues to contribute to the national anti-bullying agenda, and remains up to date with national developments	Nottinghamshire continues to contribute to the national anti-bullying agenda, and remains up to date with national developments	Annual membership of ABA £80	Lorna Naylor	

	What do we want to be different in two year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
2.3	<p>Vulnerable groups who have been identified as being more susceptible to bullying will have more targeted support. These groups include:</p> <p>1. Looked after children</p>	<p>Specific groups who may be vulnerable and have specific needs will be identified and supported through projects in conjunction with other parts of CFCS</p> <ol style="list-style-type: none"> 1. Looked after children 2. Victims of Domestic Violence 3. victims of Hate Crime 4. Young carers <p>All designated teachers know of the issues LAC may face in relation to bullying and they are able to assist to make this an exception not a 'norm' Lorna to attend designated teacher training in 2012</p>	<p>This message and support in achieving this message mediated through the designated teacher training in 2012</p>	<p>This message and support in achieving this message mediated through the designated teacher training in 2012</p>	<p>No additional resources required</p>	<p>Sue Denholm</p>	<p>Virtual School Improvement Plan School's individual CPD requirements DT CPD requirements</p>

	What do we want to be different in two year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
	<p>2. Victims of domestic violence Domestic Violence Early Intervention Project embedded in Primary Schools across the County</p> <p>3. Victims of Hate Crime</p>	<p>Currently piloting the project in all primary schools across priority areas (30 schools) and 3 special schools – to be identified</p> <p>SRTRC –Programme and accompanying resources rolled out across the county to primary, secondary and special schools.</p> <p>Teaching materials focus on racism, Islamaphobia, refugee/asylum-seekers and the GRT community Holocaust Centre project focussed on Mansfield initially where highest incidents of Hate Crime occur.</p>	<p>Project to have been delivered in 12 schools</p> <p>New programme will be launched in Jan and competition will close in June</p> <p>Project to be rolled out to Ollerton and Hucknall with scope for further roll out subject to funding</p>	<p>All 33 identified schools have received project.</p> <p>Evaluation by August 2013</p> <p>Awards ceremony Sept 2012</p> <p>Review of phase 1 in Jan 2012 Impact evaluation June 2012</p>	<p>No additional resources required</p> <p>No additional resources required</p>	<p>Leah Sareen</p> <p>Sarah Lee</p> <p>Konnie Rakhit</p>	<p>SNB DV Framework 2011-13</p>

	What do we want to be different in two year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
	<p>Equalities Act training- Governors and senior leaders and other school staff will understand their duties under the new legislation especially in respect of protected characteristics and harassment and victimisation.</p>	<p>Stephen Lawrence Education Scheme-rolled out to schools and some children's centres. Schools supported to receive accreditation. Focus on racism but wider equality strands considered</p> <p>Policies and practices will reflect this understanding and hate incidents will be responded to appropriately</p> <p>Anti-Racist Education Pack piloted across LA.</p> <p>Stonewall Education programme – working party to be established to consider how best to use resource materials and support consultant to roll out teaching materials on homophobia</p>	<p>The majority of governing bodies/schools will have accessed some training/support by March2012</p> <p>12 schools will have trialled the programme by April 2012</p> <p>Working group established and initial plan for roll out worked up.</p>	<p>September 2012 first Notts schools to submit portfolios</p> <p>OFSTED inspections will evidence due consideration is being given to equalities issues</p> <p>Amendments made by July 2012 ready for launch in autumn term 2012</p>		<p>Sarah Lee</p> <p>Sarah Lee</p> <p>Sarah Lee</p> <p>Sarah Lee</p>	
	4. Young Carers	Implementation of the Nottinghamshire Young Carers Strategy	Young Carers Strategy's Action Plan is on schedule for implementation	Young Carers Strategy's Action Plan is fully implemented	No additional resources required	Chris Jones (Targeted Support Service)	Nottinghamshires Young Carers Strategy

	What do we want to be different in two year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
2.5	Parents and carers will have an opportunity to be both informed and involved in AB work	Schools using the Model policy are recommended to consult with parents in the development of their plans	All school AB policies sent for quality assurance show evidence of parent consultation	Parent Voice comments on Ofsted website show satisfaction with Nottinghamshire school policies	No additional resources required	Lorna Naylor	
2.6	Anti-bullying week to continue to be used as an opportunity to promote the positive work of young people in Nottinghamshire in preventing and tackling bullying	Anti-bullying week 2011 <ul style="list-style-type: none"> ▪ Poster competition ▪ Showcase and celebration event at Mansfield Palace Theatre 	A successful anti-bullying week took place in November 2011. <ul style="list-style-type: none"> ▪ Two poster winners have had their posters printed and distributed to schools and other settings ▪ A successful event was held in Mansfield 	A successful anti-bullying week will have taken place in November 2012	Costs associated with hire of Palace Theatre and poster competition	Matt Rooney and Lorna Naylor	
2.7	Work will continue with Corporate Communications to ensure anti-bullying and e-safety work receives good positive media coverage across Nottinghamshire especially in Anti-bullying week and E-Safety Day	Media strategy for AB week 2011 E-safety Day February 2012	Media coverage was successful across several districts for events in schools for AB week 2011 Positive news coverage for E-Safety Day 2012	More schools and settings have their work acknowledged.	No additional costs	Abby Jakeman	

Priority three – Enabling more families in Nottinghamshire to develop strategies and have access to support to keep themselves safe in the digital world.

	What do we want to be different in one year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
3.1	Nottinghamshire children and young people and their families are more aware and have developed strategies to keep themselves safe online and treat others with respect in the digital world	<p>Training will continue to be offered to primary schools to look at how e-safety can be integrated into the curriculum and whole school policies on e-safety developed.</p> <p>Training is also offered to all schools for parents.</p> <p>E-safety Day in February is used to promote e-safety messages</p>	<p>Schools in Nottinghamshire continue to take up the offer of training</p> <p>Training offered in other settings – Children's Homes, foster carers Conferences, other professionals</p>	Schools are teaching e-safety as part of their staying safe curriculum in ICT and PSHE Staff are more confident in dealing with e-safety and cyber bullying	Training is charged to schools	Lorna Naylor	
3.2	Nottinghamshire schools and settings will have access to a free resource to use with young people on use of prescription drugs and e-safety	<p>AB coordinator to work with (DARE) to produce a free resource which will be available on line or on disc. This will be made available to all secondary schools and other settings as part of Anti-bullying week 2011.</p> <p>It will be tried out in two schools</p>	<p>DARE game produced and trialled in schools.</p> <p>Discs sent into every secondary and special school November 2011 Anti bullying Week.</p>	Action completed	Postage costs	Lorna Naylor	

	What do we want to be different in one year's time	Action What actions are planned	Milestone July 2012	Milestone July 2013	Resources	Lead	Links to other plans
3.3	Nottinghamshire children and families have access to accurate and up to date advice on e-safety through the county council website	Discussion with relevant sections of CC to ensure information is accurate and regularly updated	Information on website is relevant and useful to children and families	Feed back and number of hits on website	County council website	<i>To be determined</i>	



BULLYING HAPPENS IN THE REAL & DIGITAL WORLD!
RUMOUR
MOCKING
name calling



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