

		AGENDA ITEM 7
		CYP/14/10
Committee:	Children and Young People Policy and Scrutiny Committee	
Date:	13 May 2010	
<u>Essex Youth Scrutiny Committee Report</u>		
Enquiries to:	David Moses Head of Members Support and Governance 01245 432138 David.moses@essex.gov.uk	

Purpose of the Report:

To approve the Essex Youth Scrutiny Committee Report and recommendations.

ESSEX YOUTH SCRUTINY COMMITTEE



Anti-bullying

December 2009



Members of the EYSC and Cllr Kay Twitchen following the presentation of their v50 Certificates

Preface

I am very happy on behalf of the members of the Essex Youth Scrutiny Committee to introduce the report of our review of anti-bullying. We chose anti-bullying as our first topic for a review after consulting with over 1,500 young people in South Essex. From a short list of 12, this was the topic of most concern to young people.

We are very grateful to all those who gave up their time to participate in our review and who impressed us with their genuine concern for the young people of Essex. We have been lucky to learn so much from undertaking this work.

The findings and recommendations contained in our report are intended to improve things for the young people who find bullying such a major area of concern. A copy of this report will be sent to all interested parties and the Youth Scrutiny Committee and the Children and Young People's Policy and Scrutiny Committee will monitor the reaction to it.

The best outcome we could hope for is a significant reduction in the number of young people who have direct experience of or are worried by the threat of bullying. Their health and wellbeing is of prime importance and anything that can be done to improve this will have made our work worthwhile.



Joedy Ray

Essex Youth Scrutiny Committee

I was very pleased to be a mentor for this pilot project. I was so impressed by the commitment of the members of the Youth Scrutiny Committee and the amount of time they have given to make this project a success. What has also been deeply satisfying is to see their development both individually and as a team. This was evident in the professional way they worked as a Committee undertaking the witness sessions and discussing their reactions to what they had heard.

I am happy to endorse this report as an example of a thoughtful and well-considered piece of scrutiny.



Kay Titchener

Mentor and Chairman of the Children and Young People's Policy and Scrutiny Committee.

The Essex Youth Scrutiny Committee



Who are we?

The Essex Youth Scrutiny Committee (EYSC) comes out of a pilot project offering young people in South Essex the opportunity to form their own scrutiny committee. There are 14 of us on the Committee as pictured opposite:



- Joedy Ray (Chairman)
- Natasha Reynolds (Vice-Chairman)



- Carrieann Adams
- Laura James
- Perry Carter
- Heather Land
- Paul Connolly
- Christopher Lee



- Rachael Fane-Lodge
- Damion Lewis
- Aimi Garwood
- Graeme Shaw
- Chloe Hayes
- Tom White



The purpose of the EYSC, like all scrutiny committees, is to look at important issues, talk to decision makers and put forward recommendations to make things more effective.



What can we do?

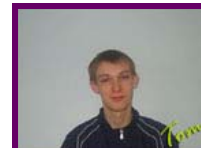
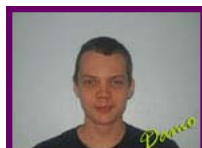
The EYSC has the same powers as other Essex County Council scrutiny committees.



Our Committee is treated as an additional Essex County Council scrutiny committee and offered the same support and guidance. We have been lucky enough to be supported by Essex County Council Governance and Committee officers, a youth consultant, professional youth workers and three mentors from the Children and Young People's Policy and Scrutiny Committee - Councillor Kay Twitchen, the Chairman of that Committee, Councillor Roy Pearson and the Reverend Paul Trathen.



Our final report will be presented to the County Council's Scrutiny Board and will form part of the Scrutiny Board Chairman's report to Full Council.



Why have an Essex Youth Scrutiny Committee?

We have been given a real opportunity to influence the decision makers at Essex County Council and partner organisations. The Committee allows young people's voices in South Essex to be heard and enables them to have a role in the decision-making process.

We have our own website at www.eysc.org.uk. On the website you can find a copy of this report, find out what we are doing, take part in our weekly online polls and view our forum page.

If you sign up to the forum, you will be able to post your own comments.



How did we choose our first scrutiny topic?

We chose anti-bullying as our first scrutiny topic after consulting with over 1,500 young people - well exceeding our target of 1,000. We attended the following events over a three-month period and were able to consult with a wide variety of young people in South Essex:

- Castle Point Show (21st June)
- BasFest event (5th July)
- Crime Disorder Reduction Partnership's Face the Public event (22nd July)
- No Messin' (5th August)
- Out 'n' about on Canvey (27th August)
- Essex Gay Pride (6th September)
- EYSC's Scrutiny Day (24th September)

We created a poll card asking participants to choose the topic



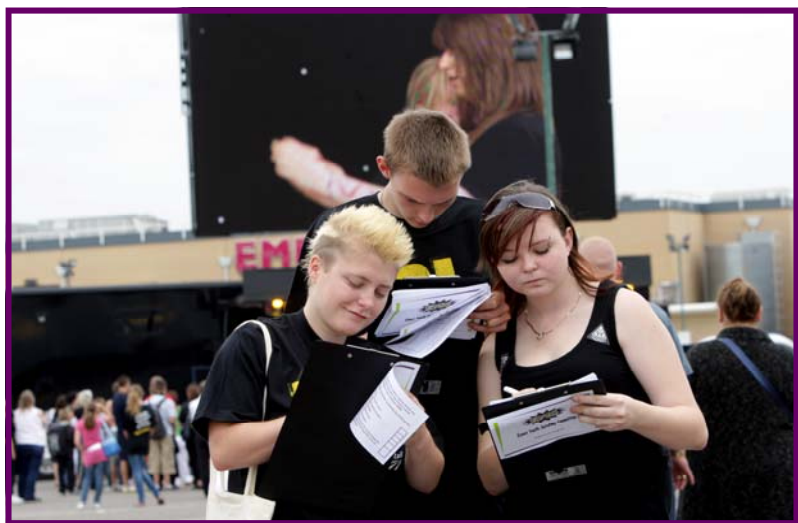
they felt we should scrutinise first. Participants were asked to choose a topic from the following list:

- Anti-bullying
- Graffiti
- Street safety
- Young people and the media
- Police - relations with young people
- Sexual health and services for young people
- Youth clubs
- Drugs and alcohol
- Health
- Recycling
- Transport
- Provision for lesbian/gay/bi-sexual/transgender young people.

**All children
have a right
not to be
bullied and
feel safe**

Diane Le Count

The most popular topic was anti-bullying by quite a large majority - break down of the results - *see page 6 for a list of the topics and votes.*



EYSC members during various consultation events

Background information about bullying

What is bullying?

Bullying takes a number of forms:

- Verbal (using words)
- Non-verbal (without words e.g. passing notes)
- Physical (using actions)
- Emotional (playing on someone's emotions)
- Psychological (manipulating a person)
- Direct (e.g. threats, intimidation or physical/verbal violence)
- Indirect (e.g. deliberately leaving someone out of activities or ignoring them)

Or a combination of any of these.

The effect bullying has on young people's lives can be devastating and last well into adulthood. Stuart Pankhurst gave us some valuable insights into the impact bullying had on him when he was younger. What impressed us was how Stuart had been able to move on from this in such a positive way. Not all young people are strong enough to do this. It can lead to truanting, long-term absence from school and physical and mental illness.

Bullying is not classed as a criminal offence in its own right. It has to result in a criminal offence before the Police can take action. If a bullying action does result in a criminal offence, it could lead to a Police prosecution or the young person going to Youth Court. If the bullying concerns technological abuse, either by email or internet, the Police can confiscate a young person's mobile phone or computer for evidence.

**Bullying is not a
specific crime**
Inspector Whipps

Bullying affects nearly everyone in one form or another at some point in their life - whether it's family members, neighbours, adults or other children. It is crucial therefore to do everything possible to tackle the causes of bullying as early as possible.

How many young people are bullied?

We know from our own poll (*see the results on the next page*) and from the evidence from witnesses that bullying is the topic that most young people are concerned about. What it is not possible to do is to come up with an accurate assessment of how many have actually been directly affected by bullying and how many are just worried by the possibility. There are no crime statistics

relating directly to bullying as bullying is not a crime. Up until now there has been no requirement on schools to record instances of bullying.

We were also told that some schools do not accept that bullying takes place and who do not recognise the word.

The School Transport Service has some information available but not in a format that is easily analysed to distinguish bullying from bad behaviour.

The other problem is the number of young people who suffer in silence because they do not have the confidence to speak out or do not know where to go for help. It is therefore very difficult to discover the scale of the problem.

Some schools don't want to use the word 'bullying' and call it something else

**Natasha Jean-Louis
Basildon Women's Aid**

Subject	Number
Anti-bullying	413
Drugs and alcohol	256
Street safety	225
Sexual health & services for young people	109
Provision for lesbian/gay/bi-sexual/transgender young people	99
Youth clubs	94
Graffiti	93
Police - relations with young people	87
Health	53
Transport	41
Young people & the media	35
Recycling	29
Total	1534
Results of the EYSC poll of issues concerning young people in South Essex	

Gathering evidence

We held meetings on 19 and 21 October to gather evidence. Each session was web cast and the recordings can be viewed at www.essexcc.ukcouncil.net until 19 April 2010. The areas covered by the witnesses are detailed as follows:

19 October 2009

- PC Jane Grieve, PC Diane Murphy and PC Paul Copland - to give the police view
- Natasha Jean-Louis, Basildon Women's Aid - to talk about the women's refuge and domestic violence
- Sarah Lawrence, Canvey Child Community Centre regarding partnership working with the Women's Aid and schools in Basildon, Castle Point and Rochford on an Anti-bullying project was unable to attend but provided a written statement. Natasha Jean-Louis undertook to answer questions prepared for Sarah
- Stuart Pankhurst to give a personal view on being on the receiving end of bullying
- Cathryn Valance, Chair of Basildon District Youth Council Anti-bullying Sub-Group, and Rebecca Lack, Secretary, to give information about their work in their sub-group on anti-bullying



Witnesses giving evidence at an EYSC meeting



21 October 2009

- Sean Russo, Contracts Officer, Student Behaviour & Safeguarding, Passenger Transport Co-ordination Centre - to talk about the processes in place to combat bullying on school buses

It's everybody's responsibility to deal with bullying and stop it
Passenger Transport

- Rajvinder Sing Gill, Educational Psychologist for Child and Adolescent Mental Health, South Essex PCT - was ill and therefore unable to attend to talk about anti-bullying for children and young people who have mental health issues
- Jane Al-Rawi, experienced Behaviour Teacher and Diane Le Count Anti-bullying Co-ordinator - to talk about how bullying affects young people
- Melody Williams, Head of Health Improvement for Children and Young People, NHS SW Essex Community Services - to talk about the pilot being run by South West PCT in partnership with schools to provide health care in school, more than just the school nurse - this is a pilot scheme that recognises young people do not present at the GP and talk about emotional worries as they have their parents / guardians with them.
- Sophie Hadler, Chelmsford representative and Bronwyn Morely, Braintree representative from the Young Essex Assembly (YEA) accompanied by Sherilyn Turkington YEA Project Worker, Integrated Youth Service and Sheila Woodward, Service Development Manager, Involvement of CYP, to give information about their work in their sub-group on anti-bullying

Details of the questions asked and responses given are contained in the minutes of the two meetings copies of which can be obtained from info@eysc.org.uk.

A 'no blame' approach is the preferred way for Essex
Jane Al-Rawi



A web-eye view of the EYSC meeting

I knew the bullies and I have forgiven them; they are now my best friends
Victim of bullying

Findings

Speaking out

The message that came out loud and clear from a number of the witnesses was that the victims of bullying need very quickly to tell someone they feel they can trust about what is happening. Until they do, nothing can be done to help.

We also learned that this is not an easy thing to do and that different people will have different ideas about who they are happy to tell.

For this reason it is important that everything possible is done to encourage victims of bullying to speak out with a range of options available through families, the school, the police, the health sector, school transport or youth services. Also for anyone who witnesses bullying to take responsibility and report it.

What is important is that there is an easily available method for young people to know how to make contact with someone they feel will help them or someone else they believe is being bullied.

If bullying contact information could be provided in a compact and convenient manner that could be used anonymously it would encourage young people to report instances of bullying.

School Transport

We learned a lot from Sean Russo, a member of the Student Behaviour and Safeguarding Team, about the work being done with bus contractors to safeguard young people when using school transport.

Sean informed the Committee that there was only a small percentage of bullying on school transport. This took the form of different types: verbal; physical (pushing and shoving); and violent attacks.

Teachers, parents and bus and taxi contractors normally report bullying, but

Our advice to young people being bullied is to always tell someone they trust so that they have a support network

Women's Aid

The more effort that contractors make to report bullying, the more enjoyable the journeys are for all.

**Sean Russo,
Passenger Transport**

students could also do so. There was a standard form, for details of the route, when it took place and the nature of the incident. Contractors, schools and the Passenger Transport Service work together to investigate an incident.

For a minor first incident a Warning Letter would be sent to the parents/guardian, the next incident would incur a Severe Warning Letter and the next incident would incur a Ban.

The number of letters issued is as follows:

Type of Letter	2006/07	2007/08	2008/09
Warning Letter	Combined Total 269	132	161
Severe Warning Letter		147	130
Banning Letter	182	156	157

23,000 students were transported to school involving over 1,000 contracts and 250 operators, so the figures above represent only a small percentage - these figures did not include students travelling on local transport. In the way that information is currently recorded it is not possible to identify how many instances of bullying occur. Sean was happy to look into this as more accurate recording would enable the service to see trends. It might also reassure young people worried about bullying.

If someone wanted to report a problem, most schools have a transport liaison person who would discuss bullying in confidence. Passenger Transport could be contacted by telephone, email and fax. Finding a way for young people to report bullying directly to Passenger Transport or schools would be of great benefit.

Buses no longer have escorts or chaperones, so the use of CCTV is very valuable. CCTV is unbiased and could be viewed by the teachers and the operators and by Passenger Transport.

When buses have CCTV the number of incidents drops long term. The Police could also view the CCTV if the incident was serious. Because of the number of contractors involved inevitably there were those who provided a service to a higher standard than some others.

Those buses with CCTV have seen a drop in bad behaviour

**Sean Russo,
Passenger Transport**

Schools

A number of the agencies we spoke to told us about the training they offer to schools. We think this could be co-ordinated to provide a single package for schools delivered by any of the agencies. This would make it easier for the schools who have limited time available for such activities and would make better use of resources.

**If a school says
'there is no bullying
here' they are
deluding themselves**
Women's Aid

We heard from Diane Le Count and Jane Al Rawi that the Anti-bullying Co-ordinator post was created one year ago. Diane works in partnership with other agencies on the Anti-bullying Strategy. This Strategy provides a consistent approach across Essex, with the target for Essex to be the safest County within five years. There was now training for school staff, parents, parents of children with disabilities, Foster Carers, libraries and others. The Strategy aims to raise awareness in both adults and children that bullying was not acceptable and to provide information on support available. The Strategy had been sent to all schools. They did not have to abide by it but were encouraged to do so.

All schools have their own bullying policy which outlines what they were doing in their own school. If this policy was updated it would include all types of bullying, have clear strategies and preventions. It would raise awareness about bullying and a good policy would have a section written by the students.

There were 39 % of all schools signed up to the Anti-bullying Strategy, but approximately 40% were secondary schools, as more secondary schools have accepted this document than primary schools. Some schools use different words for bullying as they did not want to use the word bullying. The target was to have 10% of all Essex schools signed up and that target had been reached. The long term aim is to achieve 100% of schools.

It is known that bullying has an impact on young people's attendance but there was no data to support it. It

**We want to show
that it can go from
junior school,
through secondary
and into the
workplace**

**Basildon District Youth
Council**

was not known how many people leave a school due to bullying as schools rarely say that the young person left due to bullying.

Jane thought there should be more Anti-bullying training for teachers and for this training to be given to all Newly Qualified Teachers in all Essex schools.

We heard evidence from Natasha Jean-Louis and the Police about the effectiveness of CCTV in schools, as both a preventative measure and as a means of evidencing bullying incidents. In particular Natasha Jean-Louis commended the use of CCTV footage both inside and outside of school premises. James Hornsby School was referred to as a school that had benefited from the installation of good quality CCTV.



Some of the students from South Essex schools attending the EYSC Scrutiny Day

Melody Williams, informed us about the pilot partnership scheme between South West Primary Care Trust and schools in South Essex to provide health care in schools.

Evidence shows that Young People were reluctant to go to their GP with any health issues as they would need a parent or guardian with them. The South West Primary Care Trust has therefore provided on-site health teams in schools staffed by health professionals and Youth Workers.



Any young person could walk in to this service, which was open at lunch time and after school. These professionals were independent from the school staff. No one knew why the young person was going into the service; it could be for any number of things including bullying issues.

Normally young people come to the service asking about other issues and then eventually inform the staff that they are being bullied. All the health professionals have basic counselling skills and give the young people space and time to discuss their issues and explore how to solve them.

The health professionals work to raise the young person's self esteem and confidence to enable them to talk to other agencies about their problems.

Recommendations

Based on our findings we make the following recommendations. Most are directed towards the Executive Member for Childrens Services who has overall responsibility for safeguarding and ensuring the health and wellbeing of children and young people. Whilst a number of recommendations fall within the remit of the Executive Member for Schools and the 2012 Games it is suggested that, as the lead Member for Childrens Services, that Executive Member co-ordinates the ECC response to the recommendations.

Recommendation 1

The good work that is being done by all agencies should be fully co-ordinated to ensure maximum benefit for the young people of Essex. Agencies should work together to do everything possible to enable victims of bullying to speak out at the earliest opportunity.

Owners: All Local Strategic Partnership Agencies

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 2

Agencies should pool funding or seek sponsorship to create a confidential 'Bully Text Alert' service that enables:

- Victims to report bullying and gain support
- Young people who witness bullying to report it anonymously
- Bullies who want to stop to find support

This should be promoted via "flagpens" or cards to all children and young people in Essex and link to support offered through existing services, including police, health & youth services.

Owners: All Local Strategic Partnership Agencies

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 3

The Young Essex Assembly should be consulted in the development of promotion and marketing of the 'Bully Text Alert' service. They should consult with other young people to ensure the design is young people friendly.

Owner: Executive Member for Children

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 4

Schools and Passenger Transport should require all school transport operators to use and monitor CCTV and adopt the best practice standards set by the best of the operators in Essex.

Owner: Executive Member for Children

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 5

Schools and Passenger Transport should classify reported incidences of bad behaviour on school transport operators; including a specific bullying classification.

Owner: Executive Member for Children

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 6

All new teachers and professionals working with young people should receive anti-bullying training that is updated regularly and co-ordinated to give the same messages. This should include training around positive relationships, body image and assertiveness skills.

Owner: Executive Member for Children

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 7

The Schools, Children and Families Directorate should ensure the adoption of best practice across all schools. This will include all schools ensuring that their anti-bullying policy is openly displayed and that it is clearly explained to all pupils, their parents/carers and professionals. This should include sanctions for bullying, rights of appeal and pastoral support available for both the bullied and bullies.

Owner: Executive Member for Children

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 8

All schools should have an effective CCTV surveillance system monitoring inside and outside the school.

Owner: Executive Member for Children

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 9

Anti-bullying should be on the Personal, Social, Health and Economic education (PSHE) curriculum, to include positive relationships, peer pressure, body image and assertiveness skills. This should be co-ordinated from the range of agencies currently offering in-school training.

Owner: Executive Member for Children

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 10

All schools should record and report incidents of bullying, including pupil absence due to bullying and make this information available.

Owner: Executive Member for Children

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 11

Existing Peer Mentor schemes in schools should be evaluated and developed in other schools, based on 'what works'.

Owner: Executive Member for Children

Implementation Review date: May 2010

Impact Review date: May 2011

Recommendation 12

The Health Care in School, South Essex Pilot Scheme should be recommended as an example of best practice to the other Primary Care Trusts in Essex.

Owners: Chairmen of the Primary Care Trusts

Implementation Review date: May 2010

Impact Review date: May 2011

Conclusion

Members of the EYSC have learnt much about the democratic process during the course of their work. They have worked hard, consulted widely and tried to tackle an issue which troubles young people across the whole of the United Kingdom.

The recommendations in this report will not prevent every instance of bullying but if they can be implemented they will make a difference. That is exactly why the young people who formed this pilot project became involved - they want to make a difference.

This report will be first considered by the Essex County Council Scrutiny Board and then included in the Board's Chairman's report to the December 2009 County Council Meeting. A copy of the report will then be sent to the people identified against each of the recommendations and then monitored as part of County Councils' ongoing monitoring process. That way they will not be forgotten!

Members of the EYSC are seeking to leave their mark in another way, by turning what they have learnt into a film. Their short DVD will seek to tell a story of what it is like to be bullied to explain why they have made the recommendations in this report.

The DVD should also form a tool for use in schools throughout Essex and hopefully elsewhere.

EYSC Members do not want to be remembered just for a DVD but for the changes brought about through what they have recommended. Then they will have achieved their objective - they will have made a difference!



EYSC Members line up ready to consult at the 'No Messin' event



EYSC Members working on the script for their anti-bullying DVD

Acknowledgements

The Committee would like to thank everyone who completed one of our poll cards during the consultation process, where we asked young people in Essex which topic the Committee should scrutinise for 2009. We'd also like to say a big thank you to anyone else, who helped our Committee in any way, big or small, we're grateful for your support. In particular we would like to thank the following groups of people:

THOSE WHO GAVE EVIDENCE

- Police Inspector Whipps
- Police Constable Jane Grieve
- Police Constable Diane Murphy
- Police Constable Paul Copland
- Natasha Jean-Louis from Basildon Women's Aid
- Stuart Pankhurst, Young Person
- Lisa Vagg, Advanced Skills Personal Adviser, Integrated Youth Service
- Cathryn Valance, Chair of Basildon District Youth Council Anti-bullying Sub Group
- Rebecca Lack, Basildon Youth Council secretary
- Sean Russo, Contracts Officer, Student Behaviour & Safeguarding Officer, Passenger Transport Co-ordination Centre
- Jane Al-Rawi, Behaviour Support Teacher from the Witham TASCC team
- Diane Le Count, Anti-bullying Co-ordinator
- Melody Williams, Head of Health Improvement for Children and Young People, NHS South West Essex Community Services
- Sophie Hadler, Chelmsford representative of the Young Essex Assembly
- Bronwyn Morely, Braintree representative of the Young Essex Assembly

SUPPORT WORKERS

- Vanessa Rogers (Youth Work Consultant)
- Mark Hughes (Integrated Youth Services Area Manager - South)
- Zoe Williams (Advanced Youth Worker Practitioner)
- Claire Heskins (Youth Action Worker)
- David Moses (Head of Member Support & Governance)
- Sallyanne Thallon (South Essex Area Co-ordinator)
- Colin Ismay (Governance Manager)
- Vivien Door (Committee Manager)
- Tanya Elcock (Governance Officer)
- Ian Myers (Committee Officer)
- Justine Dewey & Steve Perry (Cariad Marketing)

SCRUTINY DAY STALLHOLDERS

- Diane Le Count (Anti-bullying Co-ordinator)
- Carol Wilgoose (Business Support Administrator, Behaviour Support Service)
- Julie Keating (Behaviour and Attendance Partnership Facilitator)
- Police Inspector Kevin Whipps
- Jenny Garrett (Social Worker)
- Carolyn Finlay
- Heather Godwin
- Daniel Rankin
- Nevada Shaw
- Gloire Stansfield
- Sean Russo (Student Behaviour & Safeguarding Officer, Passenger Transport Co-ordination Centre)
- Rachael Brown (Student Behaviour Officer, Passenger Transport Co-ordination Centre)
- Karen Saunders (Quality Operations Manager)
- Lynda Welch (Senior Student Behaviour Lead Officer)
- Lisa Vagg (Advanced Skills Personal Adviser)
- Tony Skeate
- Liz Marsden (Full Time Youth Worker and Community Worker)
- Damien Williams (Full Time Youth and Community Worker)
- Vicky Munday (Full Time Youth Worker and Community Worker)

SCHOOLS ATTENDING SCRUTINY DAY

- Beauchamps High School
- Billericay School
- Bromfords School
- Castledon School
- Castle View School
- De La Salle School
- Furtherwick Park School
- Greensward Academy
- James Hornsby School
- Swayne Park School
- Woodlands School

This report is issued by

Essex County Council – Members Support & Governance Services

You can contact us in the following ways:

By Post:

**C328
County Hall
Chelmsford
Essex CM1 1LX**

By telephone:

01245 430306

By email:

info@eysc.org.uk

Website:

www.eysc.org.uk



INVESTOR IN PEOPLE



Essex County Council