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BulliesOut, Ground Floor, 2 Neptune Court, Vanguard Way, Cardiff CF24 5PJ
029 2049 2169
mail@bulliesout.com
Rationale

Behaviour management has been a concern for schools since the beginning of formal education (Evans et al, 2003) with bullying and bullying behaviours recognised as one of the more contributing factors in cases of non or diminished attendance at school. Whilst schools strive to implement anti bullying policies and respond to incidents, many young people fail to receive the emotional support they need. This is ultimately reflected in their academic ability.

Without this support, a child who is experiencing bullying and the accompanying fear will not be able to consistently learn, retain information and be an active, engaged member of the school community. A child who is bullying may fail to understand the consequences of their behaviour, struggle to manage feelings of anger or other experiences that result in bullying behaviour.

We believe that learning is the foundation for life and can help raise confidence, self-esteem and motivate young people to achieve their aspirations and career choice. We recognise that barriers to learning, such as bullying, can prevent people from recognising and achieving their full potential. Our vision is for all young people to recognise their self-worth and potential and to flourish in a positive, caring environment free from oppression and abuse.

By ensuring that children and young people understand what constitutes as bullying and are equipped with the skills, confidence and self-esteem to report bullying incidents, we can improve their emotional health and well-being. Long term, this will positively impact on their ability to form positive relationships and improve their subsequent life chances.

BulliesOut aims to initiate and support efforts to create a safe, healthy and learning community which recognises, respects and celebrates diversity. A key theme is creating an environment that improves the social, emotional and academic wellbeing across settings where children and young people, parents and professionals alike feel confident in dealing with bullying and have faith that appropriate action will be taken if instances are reported.

To enable us to do this, we have developed the following projects and initiatives and work with schools and youth settings across the UK.
Understanding Bullying
Changing Attitudes – Yr 7/8

This interactive session for pupils in years seven and eight will help to build upon their knowledge and understanding to define bullying, understand how it can occur and explore their role in preventing and responding to incidents.

Bullying is a huge concern for pupils transitioning from primary to high school and often young people are unequipped to manage conflicts and to understand how their own actions can lead to conflict and bullying.

This one hour workshop introduces the key themes of bullying and conflict, the escalation of poor behaviour and friendship issues to bullying and the role of the bystander.

Pupils explore their role within the bullying cycle, developing awareness of the impact of bullying - socially, emotionally and physically. Young people are supported to understand the importance of reporting incidents, and identify a range of methods to do so.

Our Changing Attitudes will explore the sensitive issue of bullying, including:

♦ Define bullying and identify types of bullying behaviour
♦ Understand the difference between conflict and bullying
♦ The escalation of poor behaviour and friendship issues
♦ Explore their role in the bullying cycle
♦ Increased awareness of the impact of bullying
♦ Understand the importance of reporting bullying and the methods to do so

www.bulliesout.com
Understanding Bullying
Challenging Stereotypes – Yr 9/10

As pupils progress through their school career they will have undoubtedly witnessed, experienced, or even participated in acts of bullying. Most pupils understand what bullying is, and are aware of their responsibility to report incidents, and yet many young people still suffer in silence, with their peers looking on as passive bystanders.

Negative beliefs, stereotypes, and labels about others become ingrained as students grow older. Bullying is overlooked and young people find themselves colluding with bullies through their active support of bullying behaviour, or their non-action to support a victim.

This one hour interactive workshop encourages students to define, understand, and challenge the accuracy of the stereotypes and labels they place upon others. Pupils explore the effects of stereotyping and how this can lead to bullying, and understand the crucial role of the bystander – a position ALL students hold unless they take action to support victims of bullying.

This workshop builds upon pupils’ knowledge of bullying, developing self awareness and self reflection to take individual action against bullying.

Our Challenging Stereotypes Workshop will explore the sensitive issue of bullying, including:

♦ Define bullying and identify types of bullying behaviour

♦ Understand and challenge the accuracy of stereotypes and labels

♦ Explore the effects of stereotyping and how it leads to bullying

♦ Understand the role of the bystander

♦ Build upon their knowledge of self awareness and self reflection

♦ Understand the importance of reporting bullying and the methods to do so

www.bulliesout.com
Peer2Peer

Over recent years, Peer Mentoring has increased in popularity and has been introduced in many schools. A mentoring programme makes a valuable contribution to the overall ethos of a school and pastoral support systems.

Peer support is well-liked by young people. It is effective and creates a culture of listening, empathy and support. Mentors provide valuable support and are able to help with low level issues and concerns. Mentors are trained to listen well, provide support, be non-judgemental and reflective and to refer on any difficult concerns.

Working with up to 25 young people our Award winning programme promotes ‘Strength in Sharing’ and this two day training includes sessions on active listening skills, communication skills and confidentiality, understanding bullying and managing conflict.

Using fun, interactive sessions, pupils are engaged in group activities that help to develop confidence and essential mentoring skills.

This programme also includes at least 3 follow-up visits which provide on-going support to both students and school.

Accreditation

The ASDAN Peer Mentoring Short Course accredits up to 60 hours of peer mentoring activity, providing recognition for those who are learning, developing, practising and passing on their skills for mentoring and ‘buddying’ younger ones.

As a flexible, multi-level award, it provides a stand-alone certificate of achievement, as well as providing opportunities for further progression. Our Peer2Peer programme can be delivered with or without an accreditation.

Peer Support has many benefits, including:

- Creates a positive ethos through the whole school community
- Helps break down barriers between different year groups
- Promotes and encourages friendships
- Lower level behaviour identified and dealt with before developing further
- Peer Mentors gain valuable, transferrable skills for life, such as communication skills and team working

www.bulliesout.com
Hand of Courage
Creative Workshop

Wherever possible, an anti-bullying message needs to be reinforced and all children and young people need to have an awareness and understanding of what bullying is and why it happens.

For younger children and special needs children and adults, this may sometimes be difficult to recognise. This can then make it harder for them to speak about their concerns.

This project was uniquely designed by BulliesOut and cleverly combines the functions of learning and creativity to appeal to the children and young people it aims to serve. Each workshop is tailored to Foundation, Key Stage 1 or Key Stage 2 age groups.

Whilst delivering a vital message to children and young people, this workshop also enables them to participate in a creative activity which engages them thoroughly and gives them the opportunity to take ownership of their own ‘Hand of Courage’ which reinforces the message given through the workshop.

This one hour workshop engages pupils thoroughly and encourages them to:

♦ Understand and explore the qualities of a good friend
♦ Understand and explore the behaviour of a bad friend
♦ Explore the importance of being unique and special
♦ Understand the difference between bullying and ‘falling out’
♦ Link emotional vocabulary to the theme of friendship and bullying
♦ Understand the concept of being brave and the importance of telling

This workshop can be delivered by BulliesOut or purchased as a ‘Workshop in a Box’, containing all you need to deliver this creative activity yourself.

www.bulliesout.com
Achieving Through Believing

Although there are a number of reasons why some young people refuse to attend school, according to the Welsh Government, young people who are bullied in school are classed ‘at risk’ of becoming not in education, employment or training (NEET).

Being NEET is associated with negative outcomes later on in life, such as unemployment, low pay and depression, whilst participating and gaining qualifications has a positive impact in terms of employment and wages.

BulliesOut has developed the “Achieving Through Believing” programme for young people who are NEET or at risk of becoming NEET. The 15 hour Programme, delivered over 5 sessions, will enable young people to identify their strengths, talents and goals and to develop critical thinking skills.

The programme will help young people to develop personal skills for life through developing confidence and motivation to re-engage in further learning or employment. The programme will facilitate the opportunity for young people to think creatively to generate, review and refine ideas.

Young people will be given the chance to develop their initiative and confidence in a supportive environment, where the emphasis will be on a balanced programme of action and reflection.

Accreditation

The ASDAN Personal and Social Development Qualification (PSD) offers imaginative ways of supporting young people in becoming confident individuals who are physically, emotionally and socially healthy, being responsible citizens who make a positive contribution to society and embrace change, and managing risk together with their own wellbeing. The young people will complete one unit in ‘Individual Rights and responsibilities’ and receive an ASDAN unit certificate.
Young Ambassador Programme

“Empowering and inspiring” young people to realise their true potential and become role models and leaders by developing their confidence and skills to ensure the voice of the youth of today is heard by everyone.

The BulliesOut Young Ambassador Programme is open to applicants between the ages of 9-17 and provides a vehicle for young people to become involved in an anti-bullying campaign.

In an effort to engage youth in philanthropy, our Young Ambassador Programme was developed to encourage young people to speak out against bullying and to build awareness of BulliesOut. Through this programme, young people learn leadership and team building skills, how a non-profit organisation works and how to develop, promote and implement their ideas.

Youth participation is a critical component that supports positive youth development and by engaging youth in our projects, we bring new energy into our mission-based work while developing future leaders of our communities.

From leadership skills and teamwork, to communication skills and meeting new people, the Young Ambassadors will have the opportunity to develop as individuals.

Through our work we encourage young people to become Young Ambassadors – to be inspired and to inspire others.

While BulliesOut has its own goals and objectives, the Young Ambassador Programme seeks to:

♦ Emphasise positive self identity and confidence
♦ Support healthy and productive youth-adult relationships
♦ Build the skills and abilities of young people to become decision makers and problem solvers
♦ Help young people increase their ability to be self-reflective and to think critically about their experiences and community issues
♦ Gain recognition through our Youth Achievement Awards
♦ To help young people have a sense of belonging and a ‘voice’ in the communities in which they belong.

www.bulliesout.com
Everyone has the right to feel safe in the playground and the main aim of our Playground Pals initiative is to encourage a healthier and more active playtime; one that is harmonious and reduces the potential for minor disputes.

BulliesOut’s new creative and interactive primary school programme for children aged 6-10, has been designed to be delivered in primary schools over half a day. Through innovative delivery methods involving games, art, stories and drama, the programme supports pupils to put into practice what they have learnt.

Using visual, auditory and kinaesthetic elements the programme is accessible to all pupils.

The Welsh Governments All-Wales Survey of Bullying in Schools, published in December 2009, found that bullying was most common in the school playground at primary school. The training has been designed to educate children of the effects bullying has on other children and the importance of being respectful, tolerant and inclusive towards other children.

The benefits of a Playground Pals Scheme include:

♦ Creates a happy and safe environment in the playground

♦ Enables children to develop their independence and responsibility through play

♦ Enhances positive, safe and friendly play

♦ Children develop a sense of ownership over their own learning in the playground

♦ Helps make playtime more enjoyable

♦ Develops children’s knowledge of traditional games
Cyber-bullying

21st century youth are constantly switched-on in a socially connected world. Social media represents a new model of relationship for today’s generation, where global connection is the norm.

Young people have been born into a world of advanced technology, which is not only normal but an expected right. The right and ability to use technology manifests itself in a myriad of ways, far outstripping the uses of most adults, with young people communicating, socialising, networking and creating through, with, and because of, technology.

But with rights come responsibilities and as parents and educators afford and promote the use of technology, often neglected are the responsibilities that must come in tandem with these rights.

These technologies are extremely useful and particularly help young people to learn, play and connect with others. Problems occur when children and young people are not mature enough to understand the consequences of using the technologies and fail to use them with respect.

The recent rise of cyber-bullying incidents highlights the dangerous and harmful ways in which technologies can be manipulated to harass or degrade others.

BulliesOut’s cyber-bullying workshop will explore:

♦ Understanding and defining cyber-bullying

♦ Benefits and drawbacks to new technology

♦ The effects of cyber-bullying

♦ How to stay safe and responsible online

♦ Utilising their online presence to positively learn and demonstrate creativity

♦ Risk reduction strategies

www.bulliesout.com
Cyber-bullying
For Professionals

It is widely recognised that there is a skills and knowledge gap between adults and young people in relation to their use of new technologies and services, as well as the associated risks to which they may be exposed online.

This is a central barrier to the development and implementation of effective education or preventive and responsive strategies for dealing with cyber-bullying. As early and enthusiastic adopters, young people are the first to exploit the functionality of new technologies and services creatively, communicatively and educationally.

Those with a daily responsibility for the welfare and education of young people are often the last to acquire this knowledge, despite often being the first to deal with the consequences of their online behaviour and experiences.

A variety of educational and informational strategies are aimed at closing this knowledge gap. These include: public awareness campaigns; online information and help resources; training courses for adults; and educational resources for young people that can be embedded within the curriculum (e.g. in PSHE or ICT lessons).

The majority of these materials can be incorporated into formal education strategies within schools. However, there is a need for more formal training programmes for education and child welfare professionals to develop deeper understanding of the key issues.

This 2 hour workshop has many benefits, including:

- Understanding and defining cyber-bullying and e-safety
- Developing an e-safety curriculum
- How new technologies work and are used by young people
- How this use can expose them to online risks and cyber-bullying
- Effective ways in which to talk to young people about such risks
- Legislation and Police involvement
Understanding and Exploring Bullying
For Professionals

Bullying is often talked about, but can also often be misunderstood. Schools staff, youth workers, counsellors and other child care professionals will undoubtedly find themselves dealing with incidents of bullying and conflict; developing a fuller awareness of how bullying can manifest, how it can be prevented and how it should be dealt with, will help both sufferers and perpetrators disengage from the bullying cycle.

The law states that schools have a duty of care towards their pupils, which includes protecting children from physical and emotional harm. Schools have a duty to prevent and respond to bullying, and must have an anti-bullying policy, by law. The policy is for all members of the school community, including pupils, parents, staff and governors, and should outline how the school proposes to prevent incidents from occurring, as well as how the school intends to respond to bullying. This should be consistent and appropriate, linked to the school behaviour policy.

An effective anti-bullying campaign provides a strategic support system to children affected by bullying, utilising specific, appropriate tools and interventions to explore and address the root causes of bullying, unresourceful behaviours and the negative emotions that bullying can create.

Many children who are bullied or bullying need specific, practical tools to move beyond the position they find themselves in. A time-limited, solution focused anti-bullying service provides just that.

This three hour training course provides facts and information and will:

♦ Develop knowledge and awareness
♦ Help develop a whole school approach to bullying
♦ Explore the wider effects of bullying
♦ Discuss the importance of engaging with parents and pupils
♦ School Responsibilities
♦ Legislation
♦ Resources and Activities

www.bulliesout.com
Proactive Prevention Programme

*ESTYN states that research indicates bullying in schools is far more widespread than many adults think and it recognises that bullying happens in all schools. It is a challenging area for schools as the issue of bullying raises strong emotions among parents, of both those who are bullied and those doing the bullying. ESTYN also acknowledges the severity of the effects of bullying and the impact it can have. In addition, ESTYN states that bullying has been identified as one of the main factors associated with suicidal behaviour in adolescence.

Schools can have a major impact on both the levels and severity of bullying. Clear procedures that are understood by all and supported by effective policies which are embedded into the life and ethos of the school, can reduce the incidence of bullying significantly. **Effective schools recognise that bullying is an important issue.** This can have the effect of ensuring that the school addresses bullying effectively. These are usually the schools that have the best policies and practices and develop an ethos whereby bullying is not tolerated in any form.

Our **Proactive Prevention Programme** has been developed to ensure that all pupils benefit from each of the three workshops, new Peer Mentors are trained each year and staff receive annual refresher training (and new staff are trained).

We wish as many schools as possible to sign up to our PPP and call upon schools of all sizes and to demonstrate their support for anti-bullying strategies which has such a devastating effect on a person’s well-being.

In recognition of financial constraints, rather than be ‘fee based’, we encourage those joining the PPP to fundraise the amount required. From the day you sign up to the PPP, you will have 3 months to raise the required amount.

(*Tackling bullying in schools: A survey of effective practice – 2006, Estyn*)
Proactive Prevention Programme for Secondary Schools

There are three levels for each programme:

**Level 1 - Bronze**
- Peer2Peer Mentor Training – Yr 9+
- (ASDAN accreditation optional)
- Up to 6 Changing Attitudes Workshops – Yr 7
- Up to 6 Cyber Bullying Workshops – Yr 8
- Up to 6 Challenging Stereotypes Workshops – Yr 9

**Level 2 - Silver**
- Peer2Peer Peer Mentoring Programme – Yr 9+
- (ASDAN accreditation optional)
- Up to 6 Changing Attitudes Workshops – Yr 7
- Up to 6 Cyber Bullying Workshops – Yr 8
- Up to 6 Challenging Stereotypes Workshops – Yr 9
- Understanding Bullying Training for Professionals

**Level 3 - Gold**
- Peer2Peer Peer Mentoring Programme – Yr 9+
- ASDAN accreditation course for Peer Mentors
- Up to 6 Changing Attitudes Workshops – Yr 7
- Up to 6 Cyber Bullying Workshops – Yr 8
- Up to 6 Challenging Stereotypes Workshops – Yr 9
- Understanding Bullying Training for Professionals
- Cyber Bullying Training for Professionals

Workshops can be mixed and matched to suit your needs, up to a maximum of 18.
Proactive Prevention Programme for Primary Schools

There are three levels for each programme:

Level 1 - Bronze
- Playground Pals Training
- 6 x Hand of Courage Creative Workshops

Level 2 - Silver
- Playground Pals Training
- 6 x Hand of Courage Creative Workshops
- Understanding Bullying Training for Professionals

Level 3 - Gold
- Playground Pals Programme
- 6 x Hand of Courage Creative Workshop – Yrs R-4
- Changing Attitudes Workshop – Yr 5
- Cyber Bullying Workshop – Yr 6
- Understanding Bullying Training for Professionals
- Cyber Bullying Training for Professionals

The BulliesOut Proactive Prevention Programme is designed to be delivered over one academic year.

The workshops for staff can be delivered as part of an inset day or as a twilight session.

Attendees of all staff workshops receive information packs and all pupils receive information flyers.

www.bulliesout.com
Making The Leap
(Transition to Secondary School)

Starting a new school is a major life transition for children and their families. It is a time of change that can be both challenging and exciting. There is a growing body of research that widely acknowledges the importance of an effective transition.

We know that starting a new school is a significant moment for children and their families and while a majority of children make this transition successfully, it is sometimes associated with anxiety, uncertainty and confusion.

Transition to school should be understood as a process, not a point in time. It is an individual experience for everyone involved. While there are common elements to most children’s transition, there are important considerations that need to be thought about and planned to ensure that each child has a successful start which continues throughout their time at school.

Proactive Parenting

In addition to our ‘Making The Leap’ workshop. Our ‘Proactive Parenting’ workshop will enable parents to identify signs that their child might be struggling with the transition and equip them with skills and tips to respond appropriately, ensuring their child is able to overcome any concerns effectively.

Our Making The Leap one hour workshop will:

- Explore the term ‘Transition’ in more detail
- Develop a pupil’s understanding of what to expect when moving from Primary to Secondary school
- Explore strategies to enable pupils to overcome their worries and fears
- Provide each pupil with a Transition ‘Survival Guide’
Bullying is recognised as a major cause of stress in the workplace and by law, stress must be dealt with in the same way as any other health and safety hazard.

The Safety, Health and Welfare at Work Act, 2005 greatly expanded the 1989 Act and imposed a greater duty on every employer to provide a safe system of work for their employees. Section 8 of the 2005 Act is broad enough to impose new obligations on employers to address stress in the workplace. Employers are now required to implement safety measures necessary for the protection of safety, health and welfare of their employees in identifying hazards in carrying out a risk assessment under Section 19 of the 2005 Act or preparing a safety statement under Section 20 of the 2005 Act.

Bullying is a common social dynamic and therefore no organisation can safely assume that no employees are bullied. It is particularly difficult now as the requirement is often for managers to achieve the same results with fewer resources and the line between firm-but-fair management and heavy-handedness is so easily blurred, particularly when the managers themselves are under pressure.

Assuming that ‘no complaints equals no problem’ is not the answer. Organisations can take practical steps to foster a culture where bullying is less likely to flourish.

Why not take a look at the BulliesOut Companies Against Bullying Programme on our website!

Our 'Reclaim' Workplace Bullying Workshop includes:

- Raising awareness of the issue
- Helping employees and employers understand the nature and impact of such behaviours
- Promoting positive practices
- Improving communication and interpersonal skills between staff
- Improving working relationships
- Highlighting the importance of an anti-bullying policy

www.bulliesout.com
Online Mentors

Online Mentoring is a powerful tool and an effective way of helping those who are affected by bullying. It is a partnership between two people (mentor and mentee) and is a relationship based on trust and respect. Mentors often rely upon having had similar experiences which gives them empathy and understanding of the mentee and what they may be experiencing.

A mentor can be instrumental in helping the mentee to believe in themselves and in boosting their confidence and can ask questions while providing support and encouragement. In addition, mentoring can provide the mentor themselves with increased self-confidence and self-awareness.

Using a medium young people are confident with and enthusiastic about, our Online Mentoring initiative is person-focused and recognises that for many people talking to someone face-to-face is a very daunting prospect, and therefore provides the opportunity to receive help and support in a way which is comfortable as well as being safe and secure.

CEOP Think You Know (TUK) Training

Some of our team have been trained by CEOP and are able to deliver TUK resources to schools, youth settings and professionals.

The forum has many benefits, including:

♦ Safe, secure monitored environment

♦ Enables those uncomfortable with face to face interaction to receive help and support

♦ No geographic boundaries

♦ Highlights a positive way to communicate online

♦ Supportive interaction with young people using a medium they are comfortable with

♦ Bridging a gap to provide support during times of fear and isolation

www.bulliesout.com
Parents Anti-bullying Workshop

Many parents and carers struggle to determine the best course of action to approach the school, support their child and ultimately stop the bullying and whilst there is no simple answer or quick fix, the information in our workshop may be able to help.

E-Learning

Designed to introduce parents to the facts about bullying, our interactive e-learning course will ensure they are more informed and have the information they need to support their child should they encounter bullying. Parents are able to work through 6 modules.

Parents Cyber-bullying Workshop

Publications

BulliesOut has a range of information booklets, flyers, posters and other literature that highlight key anti-bullying messages which are available for display or distribution purposes.

This 2 hour workshop covers:

- Bullying in all its forms
- Recognising the signs of bullying
- Understanding their child’s feelings
- Working effectively with the school
- Developing a child’s confidence
- Things to avoid

This 2 hour workshop covers:

- Understanding and defining cyber-bullying and e-safety
- How new technologies work and are used by young people
- How this use can expose them to online risks and cyber-bullying
- Effective ways in which to talk to young people about such risks

www.bulliesout.com
Bullying happens in every school and in every community and if effective initiatives are not in place, it creates a negative, dysfunctional environment.

Whilst it isn’t easy to create a positive school environment, it can be cultivated and developed by committed and consistent efforts from the whole school community. The atmosphere of a school is instantly recognisable and is created by many factors, from the greeting received by the receptionist to the pictures on the walls and the way staff communicate with each other.

A school climate is created and experienced by all and can indicate the quality of relationships and interactions, the general satisfaction and well-being of staff, pupil engagement and the strength of home-school and school-community connections. Bullying, conflict, behaviour problems, staff sickness and continuous absence, high staff turnover, gossip, cliques and many more destructive behaviours all take root in a school climate of disregard, fear and negativity.

We recognise the many funding constraints and increased workloads that affect schools and LEAs, however, just one high profile complaint of bullying and the alleged failure of a school or LEA to effectively respond, can be highly damaging and subsequently force an action response that is ill-planned and poorly executed.

More work needs to be done in schools and in youth organisations from a very early age and regularly repeated. At BulliesOut we recognise this and we believe in working with you to develop a positive ethos across the whole school community and creating an environment that meets the emotional, academic and social needs of your pupils and staff.

Through our innovative and interactive workshops and training programmes, we focus on awareness, prevention, building empathy and positive peer relationships – all of which are crucial in creating a positive environment in which pupils and staff can thrive.

For further information or to request a workshop or training programme, please contact us.