

Tips for children and young people

Are you a young person who's being bullied? Or maybe you're witnessing others being bullied? Either way there are ways around it. Here's our anti-bullying tips for you.

- ◇ It doesn't matter what colour hair you have; how you speak; how you walk; how you talk – **it is not your fault if you get bullied**. We are all different in some way and that's what makes us amazing.
- ◇ Whether you are a boy or a girl, old or young, big or small – bullying makes you feel rubbish and it's okay to be upset about it. **The important thing is that you tell someone about it.**
- ◇ If you feel you can, talk to a teacher you trust or your parents, brother or sister. If you don't want to do that **you can always call Childline** 0800 11 11 or visit www.childline.org.uk.
- ◇ Keep a record of what happened, when it happened, and who was involved. If the bullying is online, **keep the evidence** – save or copy any photos, videos, texts, emails or posts.
- ◇ It can be tempting if you are being bullied to retaliate – to send a horrible message back to someone, to try and embarrass and hurt the other person, or to fight back. **This is not a good idea – you might end up getting into trouble or get yourself even more hurt.**
- ◇ **Think about other ways you can respond to bullying.** For example, practice saying: "I don't like it when you say that/do that – please stop." Think about other people who can help you if you are being bullied – this could be other classmates, or a teacher.
- ◇ **Only hang out with people who make you feel good about yourself.** If someone constantly puts you down they are not a real friend and not worth your time.
- ◇ **Be kind to yourself**, and do things that make you feel good, relax and make new friends. You might play an instrument; write lyrics; draw cartoons; dance; act or join a sports club. This is your life so make sure it's the best life possible – don't let anyone bring you down.
- ◇ **Remember to be kind to other people!** Just because someone is different to you – that doesn't mean you are better than them or have a right to make them feel bad. If you mess up, say sorry. You don't have to be friends with everyone – but you should always show respect, make it clear that you don't like it when people bully others, and stick up for people who are having a hard time.



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**If you're worried about bullying speak to someone
you trust or call Childline on 0800 11 11**

Tips for teachers and school staff

It is important to know how to tackle bullying in the classroom and playground. Whether a pupil is being bullied or you just want to prevent it from happening, here's our anti-bullying tips for you.

- ◇ **Bullying is not just something that children and teenagers go through.** It is well researched that bullying causes long term damage to both the person on the receiving end, and those who bully.
- ◇ **It is not a child's fault if they are bullied.** Children should never be told to just ignore it, or to change who they are. It is the children doing the bullying that need to change their behaviour and their attitude. This is particularly true if the bullying is targeted at a pupil's gender, sexuality, race, faith, impairment or special educational need.
- ◇ **It is not true that girls are 'bitchy' and boys just have a punch up and get over it.** Avoid gender stereotypes when it comes to tackling bullying. Anyone can be capable of bullying behaviour and it has a serious impact on both boys and girls.
- ◇ **Children need to be supported to speak out** if they or someone they know is being bullied. Make it clear how pupils can report bullying. If a child tells you they are being bullied – take what they say seriously and ask them what they want to happen. Tell them that together you will make it stop and record all your actions. Make sure they know they can call a helpline like Childline any time.
- ◇ The only way to stop bullying is to acknowledge that it happens and **create a talking culture in your school** where any hurtful behaviour is quickly brought out in the open, discussed and dealt with. It is rarely one on one behaviour and so take time to find out who else is involved – and how other pupils can support the person on the receiving end while making it clear to the person or people doing the bullying that it's not acceptable.
- ◇ **Make sure your Anti-Bullying Policy is up to date**, freely accessible and regularly promoted - and that it makes clear how you will respond to bullying as a school community.
- ◇ **Challenge all forms of offensive or discriminatory language** in your school (e.g. homophobic and transphobic comments, sexist and sexual language, racist and faith targeted comments, disablist words).
- ◇ **Take time to talk to pupils** about what it feels like to be in your school, whether there are any bullying hot spots – and if there is anything you could do differently to stop bullying.



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You can complete free online CPD training about bullying for professionals at www.anti-bullyingalliance.org.uk/onlinetraining

Tips for writing an anti-bullying policy

Whether you are a school, an academy, a college, a children's home, or a youth club – it is good practice to have an anti-bullying policy. Your policy makes sure everyone understands what you mean by bullying and what you do to stop it. The Anti-Bullying Alliance does not provide a template policy because the best anti-bullying policies are written by and for the children, staff and parents/carers they serve. But, here are some tips for moving in the right direction:

1. **Get everyone involved** in writing the policy and schedule in time to review it each year. Make sure you all agree on what bullying is, where it happens, and what you can do together to stop it. That means working with children, staff, parents and carers. It will be much more effective if everyone OWNS it.
2. **Be clear on what you mean by bullying.** Work on a definition that everyone can understand. Decide how you will communicate your definition and policy to the youngest children, disabled children, those with special educational needs and those with English as an additional language – perhaps using different languages, pictures, or a video.
3. **List the types of behaviour that bullying can include...** but be clear that this list is not exhaustive.
4. **Include prejudice-related bullying.** Work with children, staff and parents/carers to explain what prejudice-related bullying might include (bullying targeted at disabled members of the community, those with special educational needs, specific races and faiths, LGBT, carers, children in care; sexual bullying, poverty- or appearance-related bullying). Make it clear that offensive words and comments will not be ignored – and that as a community you are not afraid to challenge with a view to change. (You could cross-reference with other school policies here, such as your SEN policy.)
5. **Focus on cyberbullying.** Be clear what you mean by cyberbullying, the process you will take to investigate cyberbullying incidents, and the action you take to prevent and respond to bullying out of hours. Consider the links between your anti-bullying policy and your e-safety and acceptable user policies. Think about how this applies to all members of your community (e.g. parent/carer online forums, staff use of social media).
6. **Be clear where you stand on bullying out of hours.** It should include cyberbullying, but also bullying on journeys to and from your setting, and bullying between children from different schools/youth groups in your local area.
7. **List all the ways you will take action to prevent bullying in your community.** This could include celebrating difference in all its forms; being clear that you will challenge all offensive name calling and comments; promoting an ethos of respect and kindness; setting clear boundaries for physical interaction; promoting social and emotional learning in students, staff and parents and carers; having clear reporting routes and transparent processes for challenging behaviour; and as always seeking to learn from bullying incidents and improve practice as a community.
8. **Be clear on reporting routes.** Work with the community to decide the best ways to report bullying. Publicise other forms of support beyond your community – such as local and national charities that can offer advice and support.
9. **Be clear on how you will respond.** Work with the community to agree the most appropriate ways to challenge and change bullying behaviour. Be clear how you will handle any complaints – including timescales for taking action.
10. **Have a main point of contact.** Decide who will take the lead for bullying prevention in your community. It is good practice to assign a governor or trustee to the work, as well as a senior member of staff. Make it their responsibility to conduct an annual review of your policy, consulting with all members of the community about the effectiveness of the current policy.

For information about membership, access to online teacher training, resources and practical tools visit www.anti-bullyingalliance.org.uk.

Finally.... Share your anti-bullying policy on your websites, bulletins and with all members of your community. Make sure it's a living document that everyone trusts.

Tips for parents and carers

If your child is being bullied or you think they might be, here are some tips on how to talk to them and prevent further bullying.

- ◇ If your child is being bullied, **don't panic**. Explain to your child that the bullying is not their fault and together you will sort this out.
- ◇ **Bullying is never acceptable**; and should always be taken seriously. It is never your child's fault if they've been bullied.
- ◇ Try and **establish the facts**. It can be helpful to keep a diary of events. If the bullying is online, save or copy images and text.
- ◇ **Find out what your child wants to happen**. Help to identify steps you can take; and the skills they have to help sort out the situation. Make sure you always keep them informed about any actions you decide to take.
- ◇ **You may be tempted to tell your child to retaliate but this can have unpredictable results**. Your child might get into trouble or get even more hurt. Rather – role play non-violent ways they can respond to children that are bullying them (e.g. "I don't like it when you say that to me / do that to me. Stop."); show them how to block or unfriend people if the bullying is online and help them identify other friends or adults that can support them.
- ◇ **Encourage your child to get involved in activities that build their confidence and esteem**, and help them to form friendships outside of school (or wherever the bullying is taking place).



Get some advice.

There are many organisations that can give you some advice. Contact them if you are worried about bullying and want to talk to someone.
<http://www.anti-bullyingalliance.org.uk/advice-parents-carers/>



You can access our free anti-bullying online information tool at www.anti-bullyingalliance.org.uk/parenttool