

Children's Rights Impact Assessment

<p>1. What is being proposed? Revised Education and Children's Services Anti-bullying Policy</p>	<p><input checked="" type="checkbox"/> Policy <input type="checkbox"/> Programme <input type="checkbox"/> Guidance <input type="checkbox"/> Other <input type="checkbox"/> Existing <input type="checkbox"/> New</p>
<p>2. What is the aim, objective or purpose of the proposal? Since our restructure from Education, Culture and Sport in 2014/15 to Education and Children's Services it has been recognised that we required a service-wide anti-bullying policy that supports staff and Children and Young People to recognise that bullying behaviour occurs across our service.</p>	
<p>3. Who initiated the proposal? Policy and Equality Development Officer, Policy and Performance Team, Education and Children's Services</p>	<p>4. Who is to implement the proposal? All staff</p>
<p>5. Does the policy fall within a priority area?</p> <ul style="list-style-type: none"> • This policy supports our 'Children are Our Future' primary drivers within the Local Outcome Improvement Plan (LOIP) 2016-26, http://communityplanningaberdeen.org.uk/wp-content/uploads/2016/08/FINAL-LOIP-22-AUG-16.pdf • And works towards delivery of our Strategic Priority: Smarter People – Social and Human Capital. Goal 3a: 'We will provide a high quality education service within our schools and communities which will improve attainment and life chances of our children and young people to achieve their full potential in education, employment or training.' – http://www.aberdeencity.gov.uk/nmsruntime/saveasdialog.asp?ID=70746&sID=13935 	
<p>6. What children's rights are relevant?</p> <ul style="list-style-type: none"> • Article 2 – You have the right to protection against discrimination • Article 12 – You should have a say in decisions that affect you Every child has the right to have a say in all matters affecting them, and to have their views taken seriously • Article 18 – Parents should work together to do what is best for you. • Article 19 - Children have the right to be protected from being hurt and mistreated, physically or mentally. Governments should ensure that children are properly cared for and protect them from violence, abuse and neglect by their parents, or anyone else who looks after them. • Article 28 – You have a right to an education. Take measures to encourage regular attendance at schools and the reduction of dropout rates • Article 29 – Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for their parents, their own and other cultures, and the environment. 	
<p>7. In what ways does the proposal support or not support children's rights?</p> <ul style="list-style-type: none"> • Article 2 - The Policy refers to prejudice based bullying and advises on the reporting of this and Hate Crime. Through reporting support can be identified and provided where required. • Article 12 – Children and Young People were consulted and their issues around bullying behaviour have been reflected in the development of this policy. • Article 18 – Parents/carers were consulted about issues affecting them and their children in relation to bullying behaviour and these have been reflected in the policy. 	

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<ul style="list-style-type: none"> Article 19 – This Anti-bullying Policy will be scrutinised by Aberdeen City Council, Education and Children's Services Committee prior to its approval and implementation. 	
<p>8. Which groups of children will be affected by the proposal? All Children and Young People (C&YP) of Aberdeen City Council within Children's Homes, Youth settings and Schools.</p>	
<p>9. Positive Impact for Children & Young People Improved understanding for pupils, parents/carers and staff of what bullying behaviour is. Reporting mechanisms. The development of local policies in each school following consultation with the school staff, C&YP and parents/carers.</p>	<p>10. Negative Impact for Children & Young People None identified</p>
<p>11. Has there been any consultation in the development of the proposal? If not, why not? Yes with C&YP, Parents/Carers. Also 3rd sector partners, RespectMe, Childline, Grampian Regional Equality Council (GREC)</p>	
<p>12. What findings have been reached by you?</p> <p>Children and Young People The majority of children and young people described bullying in schools, in particular verbal abuse and isolation, as a significant problem. A frequently mentioned issue was the normalisation of offensive language (e.g. jokes that 'went too far'; racist language). Participants who had been bullied described their reluctance to attend school and the long-term effects of bullying (e.g. low self-esteem; anxiety). Physical fights, especially among younger pupils in the academies, were also mentioned, with many feeling that these resulted from anxiety around the transition to secondary school. Pupil support assistants (PSA's) were generally felt to be very helpful in dealing with bullying (e.g. intervening in fights; including children in games). Although some participants felt that they could talk to school staff, many were reluctant due to concern that other pupils would find out. They noted that in such cases the bullying tended to stop in the short term but get worse in the long term. The need to address bullying while avoiding this escalation (e.g. maintaining confidentiality; having private spaces where staff could be approached) was emphasised. Peer support systems (e.g. older pupils acting as 'buddies', prefects, or anti-bullying ambassadors; being available to help and intervene) were considered to be helpful where they were in place and participants thought they should be promoted more. Many felt that schools should focus on fostering self-awareness, by encouraging pupils to think about 'what's behind the words you use' and how certain behaviour can be hurtful. Other suggestions included reinforcing the message that bullying was unacceptable, ensuring that there were consequences to bullying and focusing on developing resilience and personal resources to deal with bullying.</p> <p>Parents and Carers Parents and carers have told us they are aware of children and young people experiencing verbal, physical and online bullying behaviour. This can be related to many factors, including prejudice based bullying behaviour. We should consider that Primary and Secondary schools may need different age appropriate support and understand the differences in gender and eliminate any potential judgement through the training of staff. Staff should be sympathetic and value child/young person, their personal experience of bullying behaviours and not generalise. We would like staff to be more supportive of children and young people to build the resilience they need to help them to manage themselves and situations – empowerment.</p>	
<p>13. What recommendations and/or specific actions should be made, who will take them forward and who should be informed of them? Development of Policy into Practice guidance for schools to develop their own local level policy in reference to the service-wide policy.</p>	
<p>14. Children's Rights Impact Assessment by: Caroline Hastings</p>	<p>15. Date of CRIA: 15/05/17</p>