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AN ROINN
Oideachais

MÁNNYSTRIE O
Lear

ADDRESSING **BULLYING** IN SCHOOLS



Summary Report of Responses to the Consultation

March 2015

GLOSSARY

DE	The Department of Education
BoG	Board of Governors
NIABF	Northern Ireland Anti-Bullying Forum
The Minister	John O'Dowd MLA
C2k SIMS	Student Information Management System- a software module within C2k
Full Questionnaire	Version of the questionnaire with all questions being asked

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Executive Summary

The draft Addressing Bullying in Schools policy proposals are intended to strengthen anti-bullying policy and practice within our grant aided schools in a consistent and meaningful manner. The draft policy was issued for public consultation from 5 January 2015 until 27 February 2015.

This report summarises the 4,939 responses received and outlines the main issues raised on each question in the consultation response forms. This report also includes comments on each of the main issues raised.

The analysis indicated that there is strong support (80%-100%) for;

- the policy proposal to require all grant aided schools to centrally record all complaints of bullying, motivating factors behind the bullying behaviour and the actions taken by the school in addressing each complaint; and
- the policy proposal that each board of governors identifies and designates one or more of its members with responsibility for the development of its anti-bullying policies and their implementation within the school.

The analysis indicated that there is general support (60%-79%) for:

- the proposed common definition as suggested in the consultation document

The Department's comments on these issues are that:

1. The policy will be finalised to:
 - A common definition will be included within the Bill, using the proposed definition within the consultation document as the basis for a final definition
 - all grant aided schools will be required to centrally record all allegations of bullying, their motivating factors and the outcome of the schools response to each individual case in a uniform manner on a uniform

computer data base. It is proposed that an adapted version of the C2k SIMS software already in situ should be utilised for this purpose

- All Boards of Governors will be required to designate one or more governors with responsibility for the schools anti-bullying policies and practices. Best practice guidance will be provided to all Boards, but each Board will retain discretion regarding the appropriate member or members to undertake this role due to the variation in composition and numbers between different Boards

2. Issues raised during the consultation around implementation of the policy, including training, awareness raising, resources, and guidance will be taken forward by the Department with regard to input from key statutory and voluntary sector stakeholders active in the area of bullying in schools.

Section 1:

Introduction

1. Bullying is a complex problem which can be found in almost every school in the world. The impact of bullying upon children who experience it, and indeed those who engage in acts of bullying, can result in long term physical and emotional damage, impeding their educational achievements and preventing them from reaching their full potential.
2. Despite much good work being undertaken by our schools in this area, levels of bullying have been seen to remain relatively static in surveys carried out by the Department of Education (**DE**) in 2002, 2007 and 2011. This may be reflective of an increased awareness of this problem by schools, pupils and their parents and the increasing prevalence of cyber-bullying. It is, however, clear that more steps can be taken to prevent and tackle bullying whenever and however it occurs.
3. The Addressing Bullying in Schools policy documents were published for public consultation on 5 January 2015 to seek views and comments on draft proposals to provide a common definition of bullying; introduce a requirement for all grant-aided schools to centrally record complaints of bullying, their motivating factors and the actions taken by schools in addressing each complaint; and introduce a requirement for each Board of Governors (**BoG**) to identify and designate one or more members with responsibility for the development and implementation of the schools anti-bullying policies.
4. The consultation period ended on 27 February 2015. This report provides an overview of the consultation process; provides a summary of the responses to the draft policy proposals; highlights key comments raised by respondents; provides a summary of the responses to the draft policy; and outlines the next steps which will be undertaken by the Department. This report should be read alongside the draft policy and consultation documents published on 5 January 2015. Members of the NI Assembly's Education Committee were also encouraged to share any views they had with DE if they wished to do so.

Section 2:

The Consultation Process

5. Pre consultation with a range of stakeholders was carried out through the Northern Ireland Anti-Bullying Forum (**NIABF**). This commenced in September 2013 when, at the request of the Minister for Education John O'Dowd MLA (**The Minister**), NIABF undertook a review of current anti-bullying policies and practices within our schools.
6. DE also consulted with officials from the office of the Northern Ireland Commissioner for Children and Young people (NICCY) NI Children, prior to the commencement of the consultation.
7. DE carried out a screening exercise on the equality and human rights implications of the policy. This screening concluded that the policy was all-encompassing, in seeking to address all forms of bullying; and as such did not need to be subjected to a full equality impact assessment because by its nature it promoted equality of opportunity and good relations for all. The draft policy, response questionnaires and equality screening documents were all available to be downloaded from the DE website at:
<http://www.deni.gov.uk/addressing-bullying-in-schools>
8. Consultation documents were issued by e-mail and hard copy to the DE Equality Scheme List and Machinery of Government lists (including all members of the Assembly, all political parties, all NI MEPs and all NI MPs, etc) in line with the 'Guidance on Distribution of Departmental Publications and Consultation Documents' (Executive Division, OFMDFM, November 2013).
9. The Minister highlighted the pending publication of the consultation document at the official launch of the NI Anti-Bullying Week 2014 on 18 November 2014 and announced its launch to the NI Assembly on 13 January 2015 (**Assembly Question Oral No 7323/11-15**).
10. The consultation was announced by local press release published on 12 and 14 January 2015 and a Departmental press release was issued. The Equality Screening document, consultation document and the two versions of the questionnaires appeared on the DE and NI Direct websites to aid the receipt and subsequent consideration of responses from all categories of respondents.

11. Stakeholders in NIABF and all grant aided schools were notified of the launch of the consultation via e-mail on 5 January 2015. Pupils were notified of the consultation on the day of its launch via Schools Information Management System (**C2k SIMS**) and encouraged to consider its proposals and respond with their views. All schools were also notified of the consultation and were encouraged to highlight it; and to explain its contents and how to respond to all staff, governors and pupils.
12. Further reminders were sent to all schools via e-mail, and school pupils via C2k SIMS, on 5 February 2015. An article was published on the Newsdesk section of C2k SIMS alerting pupils to the consultation and encouraging them to respond to the consultation via the questionnaires.
13. DE officials met with member organisations of NIABF on 29 January 2015 to discuss the content of the consultation documents and answer any queries raised by its members. During the consultation, NIABF also attended 7 schools and worked with a youth group in Newry which included representative pupils from 6 different schools. During each of these events the Forum's regional co-ordinator highlighted and discussed the content of the consultation documents and encouraged pupils to respond. NIABF also e-mailed every school that took part in its Anti-Bullying Week 2014 notifying them of the consultation and encouraging them to make their pupils and staff aware of it.
14. Respondents were invited to provide their comments and views in a variety of ways. A consultation questionnaire (hereinafter referred to as the Full Questionnaire) was designed by DE to assist stakeholders in considering the proposals as set out in the consultation document. Both English and Irish language versions of the questionnaires were available for completion online (via a link provided in the consultation documents and on the DE and NI Direct websites). Hard copy and electronic versions of the consultation documents were available for download on the DE website and were also available on request. Detailed summary of the responses to the consultation questionnaires is available in Sections 4-6.
15. Given the subject of the consultation, DE was particularly keen to obtain responses from pupils and young people. As noted previously, all schools were asked to bring the consultation to the attention of their pupils, explain the contents of the consultation documents to them and encourage their pupils to respond. A young person's version of the questionnaire was also made available to ensure pupils of all ages were able to understand the proposals and respond meaningfully to the consultation. Age appropriate language was

used and this version asked those young people responding only to answer selected, key questions. These corresponded directly with questions in the full questionnaire in order to permit the young people's views to be incorporated into a single common analysis. A copy of the questions and the corresponding questions asked in the young person's version of the consultation documents are set out at **Annex A**.

16. There were 17 questions in the full questionnaire and 8 questions in the young person's version of the questionnaire. Throughout the questionnaires, respondents were asked how strongly they agreed or disagreed with the proposed approach, vision, outcomes and indicators. Two questions in the full questionnaire, and one in the young person's version, asked respondents to answer yes or no to selected scenarios. All respondents were also given the opportunity to provide additional details in the form of an open-ended question.
17. It should be noted that not all respondents answered every question and therefore any statistics quoted are based on the number of those who responded to each individual question and not the overall number of questionnaire respondents.
18. Some respondents chose to submit written text rather than answer any of the questions posed in the questionnaires. These responses have been taken into consideration generally in the summary of responses and the subsequent review and evaluation of the policy, but more specifically in Section 4 of this report.
19. Respondents were not required to only submit the consultation questionnaire electronically. All responses were accepted – in the forms of email responses, hardcopies submitted by post or using the online questionnaires. No distinction was made between those responses received by post or e-mail or those received via the online option and as such, all have been analysed together in sections 4-6. Some responses were received on behalf of several respondents, for example a school council of pupils. In such cases, these responses were only considered as a single response as it was not possible to confirm the numbers of respondents in each response, or whether the decision reached was on a majority or unanimous basis. It is of note however, that the actual number of respondents goes beyond the number of responses physically received.
20. After the consultation had closed, DE officials provided a written briefing to the Education Committee and attended a scheduled Committee meeting,

sitting in Limavady High School on 25 March 2015, and addressed the members present on the outcome of the consultation, gave an overview of the responses to the consultation and answered any questions they had. Due to the numbers of members able to attend the Committee meeting, no quorum of the Committee was able to be established.

Consultation with Key Stakeholders

21. Specific engagement took place between DE officials and the member organisations of NIABF as detailed in **Annex B** on 29 January 2015.
22. In addition, other organisations confirmed that they participated in the various consultative events, as outlined in Table 1 below.

Table 1 Consultation exercises by Organisations

Type	Number
NIABF	8
NCB	1
BELONG	1
Clan Mor Sure Start	10

Section 3:

Responses received

23. A total of 4,939 responses were formally submitted to DE during the consultation period. The majority of responses received, 3,196 (64.71%), were made using the consultation questionnaire directly via the online survey link, while just over one third, 1,632 (33.04%), responded via hard copy, 17 (0.34%) responses were received as a full written response not using the questionnaires and 94 (1.90%) responses were received using a questionnaire devised by individual schools.
24. Of the total number of responses received, 49 responses (0.99%) were identified as being duplicate or triplicate entries and were counted as a single entry with any duplicate entries being discounted from the final consideration. 30 entries (0.61%) of responses contained derogatory comments irrelevant to the proposed policy and were subsequently discounted. This left a total of 4,860 responses which have been the subject of consideration. Of these 4,860 responses, 4,749 were made using one of the questionnaires devised by DE and it is these responses which form the summary at Section 5.
25. A list of schools which submitted responses to the consultation is attached at **Annex C**. It is important to note that not all pupils, teachers or Governors specified in their responses what school or organisation they were affiliated with. Furthermore, not every respondent to the consultation identified whether or not they were a pupil, teacher, Governor or other category of respondent, and it is therefore not possible to definitively identify every school or organisation that chose to respond to the consultation.
26. Respondents were able to voluntarily identify themselves as being linked to a specific school. Among the responses, 203 individual schools were named. These replies came from staff, Governors or pupils (or any combination thereof) and represented 18.73% of the total number of 1,084 grant aided schools in the region: (primary (836), post-primary (208), special schools (39), Hospital school (1), but excluding nursery schools).
27. A list of organisations which specifically identified themselves in submitting a response to the consultation is attached at **Annex D**. It is important to note that even when a respondent identified themselves as replying on behalf of an organisation, not all chose to explicitly state the name of the organisation they

were affiliated with. A total number of 51 respondents identified themselves as belonging to a particular organisation.

Method of response

28. Of the total number of responses received, 4,091 (86.14% of the 4,749 responses submitted using either versions of the questionnaires prepared by DE) were completed using the young person's version of the questionnaire. Of these 4,091 responses, 2,578 (63.02%) were made on the consultation questionnaire directly via the online survey link, while the remaining 1,513 (36.98%) responded via hard copy, by post or e-mail.
29. Of the 658 responses not using the young person's version of the questionnaire, 130 were made by pupils who chose to use the full version of the questionnaire. The total number of responses made by those identifying themselves as pupils was 4,221 (86.85% of all 4,860 responses subject to consideration), although it is again noted that not every respondent identified themselves as belonging to a particular category of respondent so the true level of pupil responses may be higher.
30. Table 2 below sets out the breakdown of respondents using each version of the questionnaire and, in turn, how they chose to submit their response.

Table 2 Responses by Questionnaire and method of submission

Type	Number	Percentage
Responses using the full version of the Questionnaire submitted online	502	10.33
Responses using the full version of the Questionnaire submitted by hard copy or e-mail	156	3.21
Responses using young person's version of the Questionnaire submitted online	2,578	53.05
Responses using the young person's version of the Questionnaire submitted by hard copy or e-mail	1,513	31.13
Responses containing only written prose and not using either version of the questionnaire	17	0.35
Responses using alternative style Questionnaire	94	1.93
Total number of people involved in consultation responses	<u>4,860</u>	100

31. 5 out of a total of 4,860 responses were received using the Irish language version of the questionnaires. Out of these 5 responses using the Irish language, 4 were made using the online response and 1 was made using the e-mail or postal system. 4 of these responses used the full questionnaire whilst one response in Irish was in written text only.

Respondent Profile

32. Table 3 below sets out the breakdown of respondents by category, and whether or not they completed their responses online, or via the post.

Table 3 Respondent Profile

Respondent type	Number of Responses	Responses submitted online	% of total online responses	Responses submitted by post or e-mail	% of total postal responses
Pupil	4,221	2,698	87.65	1,523	85.47
Teacher/Staff/ Governor	415	289	9.39	126	7.07
Organisation	51	18	0.59	33	1.85
Member of Public	15	15	0.49	0	0.00
Parent or Guardian	148	50	1.62	98	5.50
Trade Union Rep	1	1	0.03	0	0.00
Other	8	6	0.20	2	0.11
Unknown	1	1	0.03	0	0.00
Sub Total		3,078	100	1,782	100
Total				<u>4,860</u>	

33. Table 4 below sets out the breakdown of those who identified themselves as Pupils broken down by school year where they indicated same. Some respondents, who identified themselves as pupils, did not confirm which school year they were in. This table shows that 10.52% of pupils who responded were in primary school, 78.89% were post-primary pupils, and 10.59% did not identify whether they were primary or post primary pupils.

Table 4 Pupil Respondent Profile

Primary Year	Number	Percentage	Post Primary Year	Number	Percentage
1	1	0.23	8	673	20.21
2	12	2.70	9	605	18.17
3	2	0.45	10	579	17.39
4	12	2.70	11	492	14.78
5	65	14.64	12	279	8.38
6	119	26.80	13	413	12.40
7	233	52.48	14	289	8.68
SubTotal	444	100	Sub Total	3,330	100.01
			Year Unknown	447	
			Total	<u>4,221</u>	

34. Throughout this report, the key issues have been quantified as a proportion of all responses received for that particular question. The total therefore refers to the number of responses rather than the number of respondents. The responses have not been weighted but rather all have been considered equally with attempts made to draw out the common issues raised.
35. In relation to the qualitative data, every individual response was analysed and comments were grouped into common themes. The most common themes are identified in the analysis, with selected individual comments reported to illustrate the range of views received.

Section 4:

Key views emerging from the consultation

36. This section focuses primarily on the key themes which emerged from analysis of the narrative comments received from all respondents. Not all respondents chose to complete the additional comments field provided in the questionnaires however, where respondents did so, these were categorised and grouped under a variety of common themes. Many of these comments were general in nature, but some were specific to the category of the respondent. It was therefore important to consider each respondent group separately in relation to each question asked.
37. Most respondents welcomed the consultation document. Out of a total of 4,749 respondents who submitted responses using either version of the DE questionnaires, 2,359 (49.67%) provided a narrative response to the final question in their respective questionnaires; '*Overall- Any other Comments?*'
38. 17 respondents chose to forego the questionnaires and provide written responses to the consultation and policy as a whole. In addition to this, three schools devised their own questionnaires to engage the responses of the parents and/or carers of their pupils, and 94 responses were subsequently forwarded to DE.
39. Due to the variance of the questions posed by the questionnaires devised by the 4 schools from those issued by DE, these responses could not be included in the substantive summary of the consultation responses to each question in section 5. They have formed part of the compilation of narrative responses provided to the consultation in this section.
40. Some of the general issues raised were:
 - Bullying has long term physical and psychological effects and can impact upon a pupils confidence, work and willingness to attend school;
 - The scope of the legislation should be wider since teachers sometimes bully pupils, and pupils sometimes bully teachers;
 - The prevention and addressing of bullying is the shared responsibility of pupils, schools and parents;

- A common approach and shared best practice models to addressing bullying would benefit all stakeholders;
- The proposals would provide some much needed support and guidance for teachers;
- Many of the organisations who responded felt that clear leadership by Principals and Governors was key to the success of any policy;
- Bullying often goes unrecognised if not reported by pupils themselves. There can be a reluctance among pupils to report when they are being bullied;
- Many pupils were unaware who was responsible for addressing bullying and pastoral care issues within their school;
- Some pupils felt that school staff needed to be more pro-active in preventing bullying in the first place, and addressing complaints of bullying promptly and effectively;
- Some pupils felt that those guilty of bullying should be punished more severely as a stronger deterrent to those who bully;
- Certain acts of bullying can constitute a criminal offence and should always trigger PSNI involvement;
- Some pupils felt that general talks around the issue of bullying were not effective whilst other pupils felt there was a need for more talks on, and awareness raising of, bullying, its impacts & how to address it;
- Approaches to bullying needed to be flexible to account for the differences in the primary, post-primary and special educational sectors;
- Some parents felt that the level of communication from schools regarding this issue was insufficient; and
- Many respondents indicated that they did not fully understand Question 16 regarding the impact of the proposed policy on Section 75 category groups.

41. Some of the issues raised regarding the proposed definition of bullying were:
- There was a general consensus from most respondents that a common definition of bullying was to be welcomed and would assist schools in identifying and addressing incidents of bullying;
 - Many school staff and some parents felt that the term bullying was used too widely by parents and pupils and too inconsistently by schools;
 - Most categories of respondents felt that any definition needs to be all encompassing and accompanied by clear guidance, templates and exemplars of best practice from DE. Explanations of the definition using appropriate language needed to be available for all audiences. There needed to be similar clarity on the sanctions available to the schools, and supporting training would be needed for school staff;
 - Many school staff respondents and those on behalf of organisations felt that common and robust anti-bullying policies and best practice guidelines were needed;
 - Some respondents felt that DE should provide common anti-bullying policy templates and best practice guidelines for all schools to follow; while some school staff felt that each school should be free to develop its own policy and not have a 'standard' policy imposed upon them by DE;
 - Any definition needs to be child friendly or be accompanied by child friendly guidance;
 - Parents would need to have a clear explanation of the definition and of the appeals process open to them should they wish to make a complaint;
 - There was limited consensus on the proposed definition of bullying. Many respondents felt that the definition provided by DE was easily understood but others found it unduly complex or believed the scope of the definition was too limited;
 - Some respondents advocated the definitions proposed by Olweus¹, NIABF, NICCY or suggested slight amendments to the DE definition;

¹ *The Olweus Bullying Prevention Programme (OBPP) is the most researched and best known bullying prevention programme available today. It was developed by Dan Olweus, PhD of Norway.*

- There were general variations between respondents over whether bullying would always be intentional or repetitive and whether it was always characterised by an imbalance of power between the parties involved;
 - A prescriptive definition would quickly become outdated as new forms and motivations for bullying emerged;
 - Single actions by individual pupils should be recognised as repetitive bullying if a pupil is bullied once by several pupils acting with a common intent and with the same motivation- eg bullying on the basis of a disability/race/religion etc
 - Some respondents believed that any definition of bullying would interfere with a Principals statutory discretion in regulating pupil conduct; and
 - Several respondents believed that single incidents dealt with under a school's discipline policy should also be recorded.
42. Some of the issues raised regarding the recording of bullying incidents and their motivating factors by schools were:
- Proper recording of bullying incidents will lower tolerance levels of bullying generally;
 - Some schools and organisations felt the monitoring and recording of the motivation and outcome of incidents of bullying would enable schools to detect bullying earlier, aid future policy development and support better practices within schools;
 - Several respondents believed that C2k SIMS would be useful for the recording of incidents but that this would require it to be properly adapted in consultation with those using the system and key stakeholders.
 - Both school staff and organisations believed that the lack of data on bullying and its motivating factors is currently a barrier to action;
 - Others expressed concern that there would be no point in recording incidents if the school doesn't act robustly in response. Monitoring alone will not bring about change;

- There was a concern amongst school staff and pupils about the making and keeping of records, who would have access to the data, data protection and confidentiality issues and the potential legal implications for schools and teachers who made the records;
 - The determination of the motivation for a bullying incident was considered by several schools to be a difficult and subjective judgement which they felt they were not equipped to make ;
 - Several respondents believed that the recording of statistics would be too time consuming for schools, would incur additional expense and require additional staff training;
 - Some schools and organisations felt that the recording of bullying incidents by schools could unintentionally lead to league tables of bullying where pro-active schools which record and addressed complaints of bullying would be perceived as having a 'culture of bullying';
 - To avoid negative publicity, some schools might not keep proper records, or turn a blind eye to incidents of bullying or wilfully ignore minor bullying incidents to avoid the additional administrative burden; and
 - Schools and organisations noted that any recording mechanism must be efficient, effective and appropriately piloted before being a requirement for all schools.
43. Some of the issues raised regarding the designation of one or more Governor with responsibilities for a schools anti-bullying policies and practices were:
- Many organisations and school staff felt it would be better if the designated Governor was the safeguarding/child protection governor who already held responsibility and expertise in this area;
 - Some respondents considered that School Governors would not have the time to meet the new statutory responsibilities and that the process had the potential to be a statistical gathering exercise;
 - Some schools and Governors felt that the proposed policy change might have a greater impact on smaller boards of governors and whilst

they welcomed the proposal they cautioned that it might not always be appropriate in every school; and

- Some schools felt that as Governors were voluntary and unpaid it might be challenging to attract Governors willing to undertake this level of responsibility;

44. Some of the issues raised regarding the issue of cyber-bullying were:

- Most respondents from all categories acknowledged that technology and cyber-bullying has created an increased pressure on schools and pupils and considered that bullying mostly starts online and is then brought into schools;
- Most responses from school staff and many organisations and pupils felt that it was impossible for schools to 'police' social media incidents;
- Most school staff felt that cyber-bullying requires a combined approach from teachers, parents and pupils and required a separate definition and guidance for all stakeholders to use;
- Many pupils and parents felt that schools should have responsibility to stop cyber bullying outside schools hours although some pupils wanted to protect their privacy outside of school hours;
- Respondents from all categories felt that any new guidance should emphasise that cyber-bullying can be a crime;
- Parents requested additional clear guidance to help understand their rights and responsibilities; and
- Many respondents asked for separate cyber bullying guidance, its own distinct procedures and sanctions;

Section 5:

Response Summary

45. This section summarises the responses to each question in turn. Initial consideration will present the overall responses from every category of respondent to the question(s) asked.
46. To aid the summary of responses, it was decided to break respondents into the following categories;
 - Teachers - School principals, teachers, staff and Governors;
 - Organisations- Statutory and non-statutory Organisations;
 - Pupils - All primary and post-primary respondents; and
 - Parents/Public- Parents, carers, guardians, members of the public, trade union representations, undefined respondents.
47. The young person's version of the questionnaire only asked some of the questions asked in the full version of the questionnaire. The language used in the young person's version of the questionnaire was also simplified to enable those completing it to easily understand what they are being asked. This section will therefore specify if a certain question was asked in the full questionnaire, or in both versions, and will show the questions being asked in each version.
48. Not all respondents answered every question and therefore any statistics quoted are based on the number of those who responded to each individual question and not the overall number of questionnaire respondents. Due to the process of rounding up, not all percentages may total 100%.
49. Where only a small number of respondents are involved the data is not disaggregated to any lower level which could potentially allow for the identification of individuals from the limited numbers involved. This position reflects the Statistics Authority Code of Practice on Official Statistics, in particular Principle 5, relating to confidentiality.

Question 1: Defining ‘Bullying’ in legislation

50. Full Questionnaire

To what extent do you agree or disagree with the proposal to define ‘bullying’ in legislation as;

“Bullying is the repeated and intentional use of physical, verbal, electronic, written or psychological acts or omissions, or any combination thereof, by one or more pupils against another pupil or group of pupils with the intention of causing hurt, harm, fear, distress or adversely affecting the rights or needs of that pupil or group of pupils”

Young person’s questionnaire

Do you agree that what is meant by ‘bullying’ should be explained by law?

51. This question was asked in both questionnaires. Tables 5 and 6 below show that 77.3% of the 4,739 respondents either agreed or strongly agreed with this proposal. 4.1% either disagreed or strongly disagreed. 18.5% neither agreed or disagreed or didn’t know.

Table 5 Answer Percentages to Question 1 by all respondents

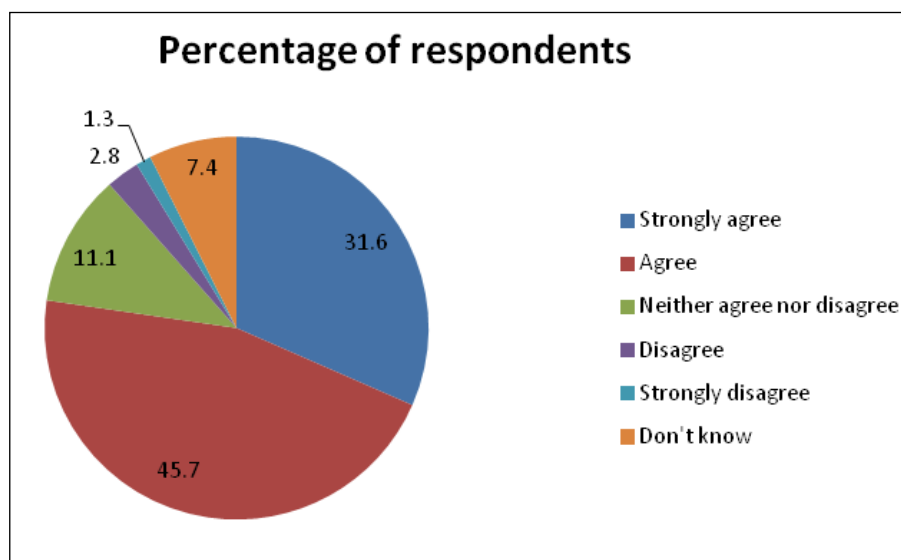


Table 6 Answer Profile to Question 1 by all respondents

Question 1	Number of respondents	Percentage of respondents
Strongly agree	1496	31.6
Agree	2168	45.7
Neither agree nor disagree	528	11.1
Disagree	133	2.8
Strongly disagree	61	1.3
Don't know	353	7.4
Total	4739	100.0

52. Tables 7 and 8 below show the breakdown of answers to question 1 broken down into category of respondents.

Table 7 Answer Profile to Question 1 by category of respondents

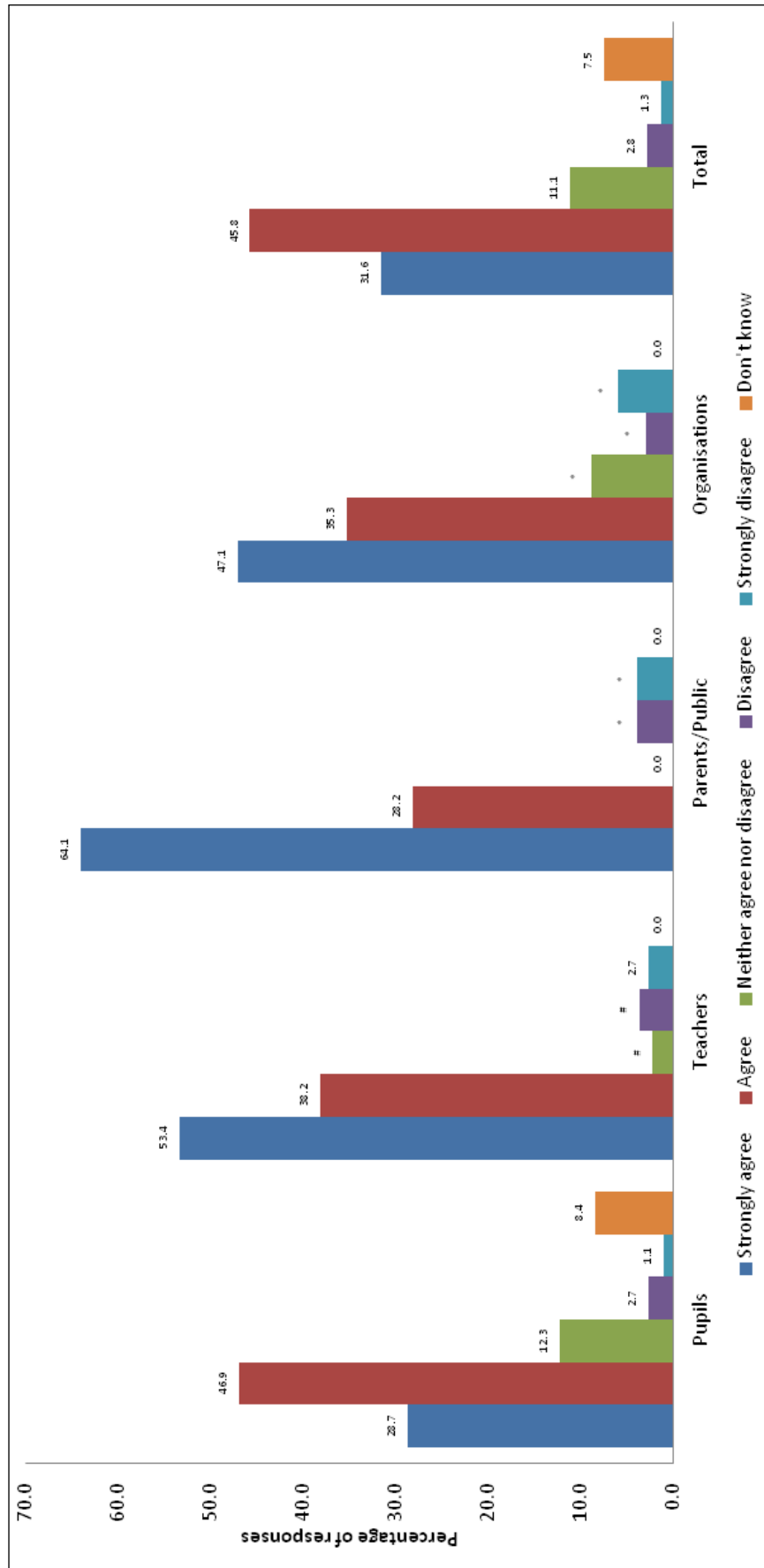


Table 8 Answer Profile to Question 1 by category of respondents

Question 1	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	28.7	53.4	64.1	47.1	31.6
Agree	46.9	38.2	28.2	35.3	45.8
Neither agree nor disagree	12.3	#	0.0	*	11.1
Disagree	2.7	#	*	*	2.8
Strongly disagree	1.1	2.7	*	*	1.3
Don't know	8.4	0.0	0.0	0.0	7.5
Base	4212	414	78	34	4738

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

53. 91.6% of the 414 teacher respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 7 for a visual representation of all responses to this question by teachers, governors and school staff..
54. 82.4% of the 34 Organisation respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 7 for a visual representation of all responses to this question by organisations.
55. 75.6% of the 4,212 pupil respondents either agreed or strongly agreed with this proposal. 3.8% either disagreed or strongly disagreed. 20.7% neither agreed or disagreed or didn't know.
56. 92.3% of the 78 Parents/Public respondents either agreed or strongly agreed with this proposal. 7.7% either disagreed or strongly disagreed. 0% neither agreed or disagreed or didn't know.

Question 2: 'Bullying' retaining the dictionary definition

57. Full Questionnaire

To what extent do you believe that 'bullying' should not be legally defined but retain its dictionary definition contained within the Shorter Oxford Dictionary as meaning- "using superior strength or influence to intimidate a person to force them to do something"?

58. This question was only asked in the full version of the questionnaire and not in the young person's version. Some pupils completed the full version of the questionnaire and their results will be analysed below although percentage figures in relation to pupil responses will only be the percentage of those pupils who responded to the question asked and not the percentage of total pupils who responded to the consultation generally.

Table 9 Answer Percentages to Question 2 by all respondents

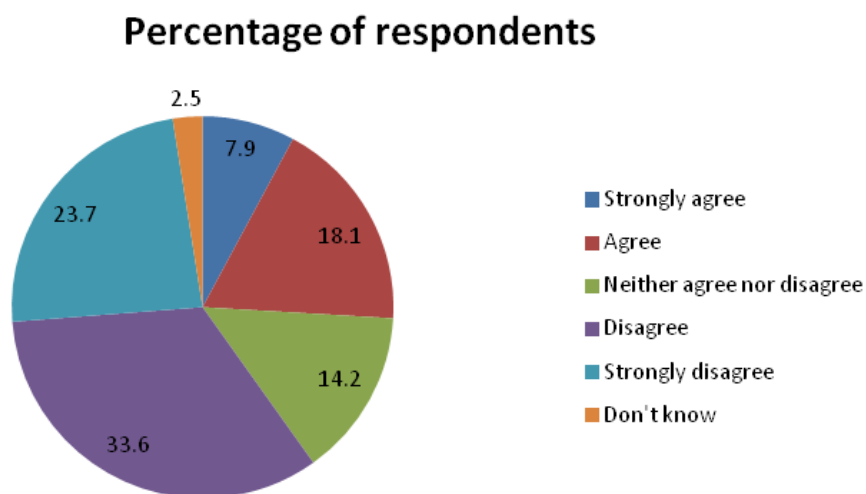


Table 10 Answer Profile to Question 2 by all respondents

Question 2	Number of respondents	Percentage of respondents
Strongly agree	53	7.9
Agree	122	18.1
Neither agree nor disagree	96	14.2
Disagree	227	33.6
Strongly disagree	160	23.7
Don't know	17	2.5
Total	675	100.0

59. Tables 9 and 10 above show 26% of 675 respondents either agreed or strongly agreed with this proposal. 57.3% either disagreed or strongly disagreed. 16.7% neither agreed or disagreed or didn't know.
60. Tables 11 and 12 below show the breakdown of answers to question 2 broken down into category of respondents

Table 11 Answer Profile to Question 2 by category of respondents

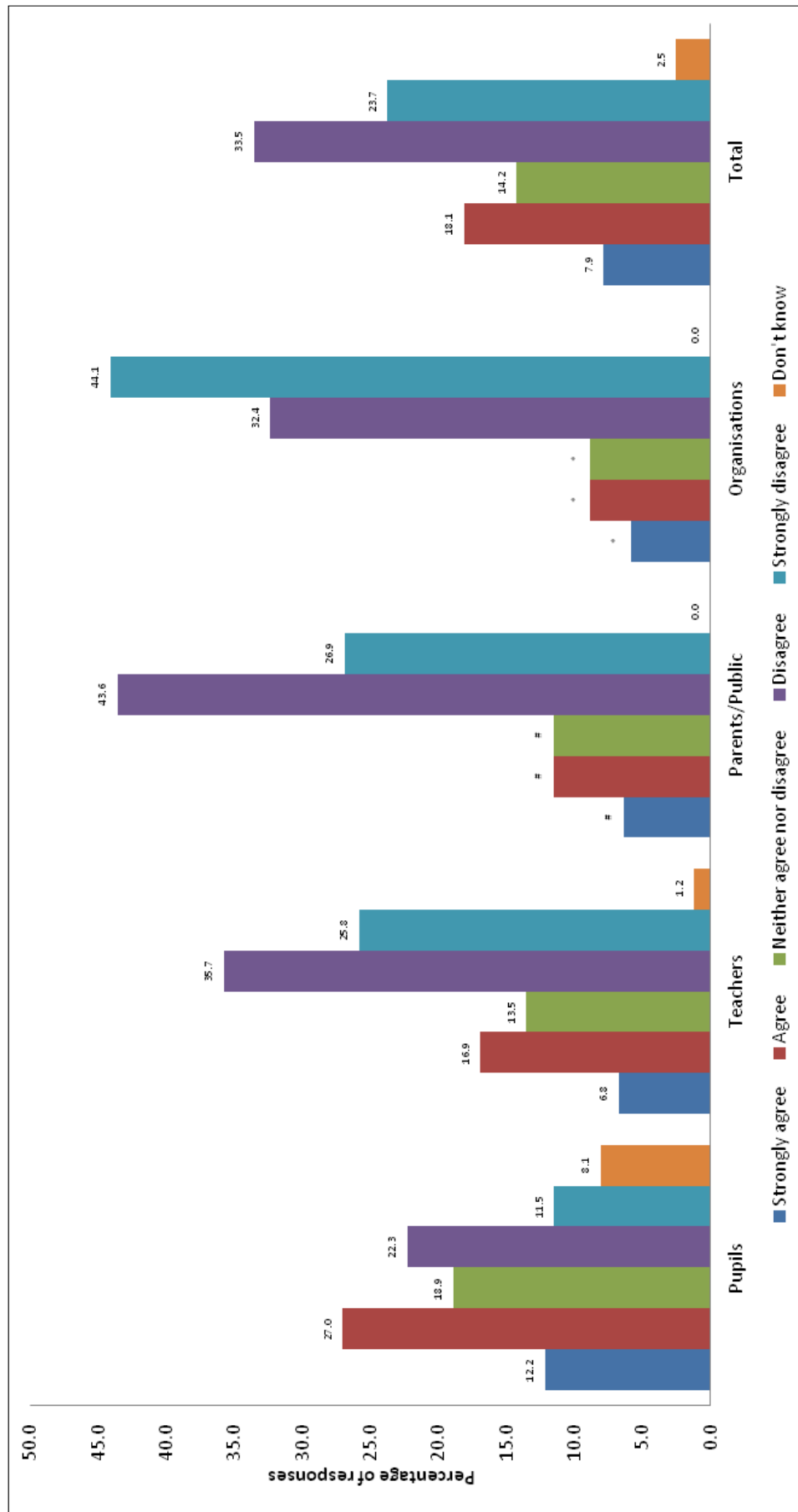


Table 12 Answer Profile to Question 2 by category of respondents

Question 2	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	12.2	6.8	#	*	7.9
Agree	27.0	16.9	#	*	18.1
Neither agree nor disagree	18.9	13.5	#	*	14.2
Disagree	22.3	35.7	43.6	32.4	33.5
Strongly disagree	11.5	25.8	26.9	44.1	23.7
Don't know	8.1	1.2	0.0	0.0	2.5
Base	148	414	78	34	674

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

61. 23.7% of the 414 teacher respondents either agreed or strongly agreed with this proposal. 61.5% either disagreed or strongly disagreed. 14.7% neither agreed or disagreed or didn't know.
62. 76.5% of the 34 Organisation respondents either disagreed or strongly disagreed. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 11 for a visual representation of all responses to this question by organisations.
63. 39.2% of the 148 pupil respondents either agreed or strongly agreed with this proposal. 33.8% either disagreed or strongly disagreed. 27% neither agreed or disagreed or didn't know.
64. 70.5% of the 78 Parents/Public respondents either disagreed or strongly disagreed. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 11 for a visual representation of the responses to this question by parents, guardian and members of the public.

Question 3: Supplementary guidance from DE to support schools

65. **Full Questionnaire**

To what extent do you agree or disagree with the proposal that the Department should issue schools with guidance to supplement any legal definition of bullying?

66. This question was only asked in the full version of the questionnaire and not in the young person’s version. Some pupils completed the full version of the questionnaire and their results will be analysed below although percentage figures in relation to pupil responses will only be the percentage of those pupils who responded to the question asked and not the percentage of total pupils who responded to the consultation generally.

67. Tables 13 and 14 below show 89.8% of 676 respondents either agreed or strongly agreed with this proposal. 2.2% either disagreed or strongly disagreed. 8% neither agreed or disagreed or didn’t know.

Table 13 Answer Percentages to Question 3 by all respondents

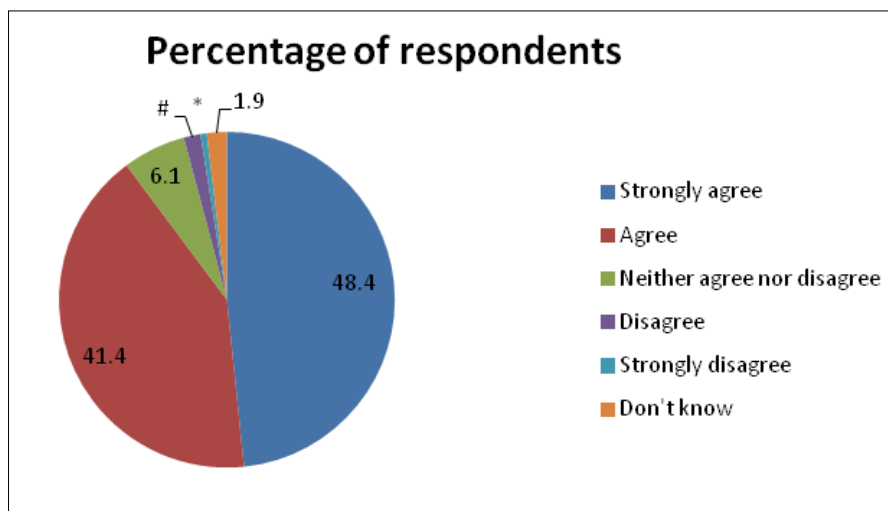


Table 14 Answer Percentages to Question 3 by all respondents

Question 3	Number of respondents	Percentage of respondents
Strongly agree	327	48.4
Agree	280	41.4
Neither agree nor disagree	41	6.1
Disagree	#	#
Strongly disagree	*	*
Don't know	13	1.9
Total	676	100.0

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

68. Tables 15 and 16 below show the breakdown of answers to question 3 broken down into category of respondents.

Table 15 Answer Profile to Question 3 by category of respondents

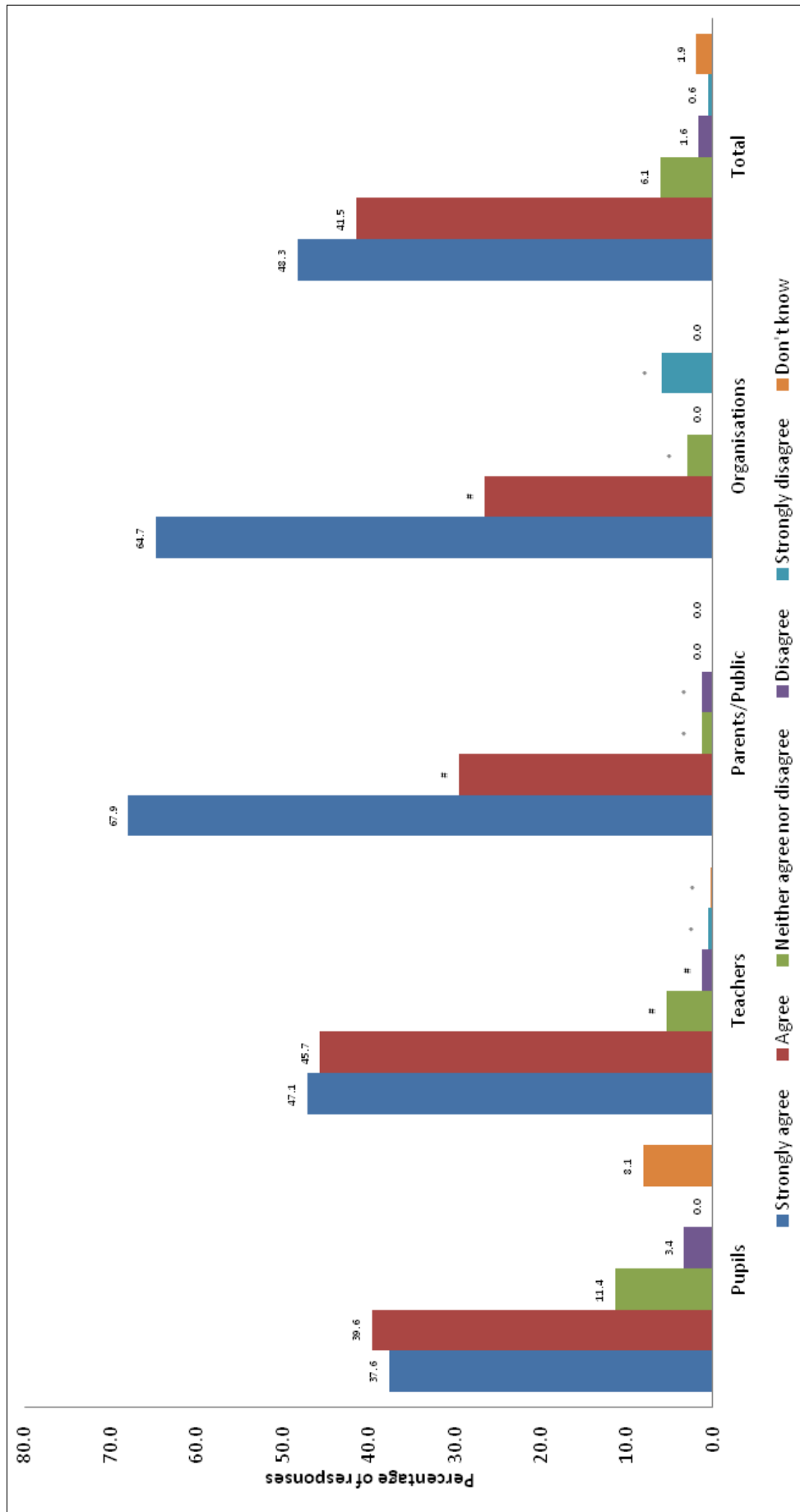


Table 16 Answer Profile to Question 3 by category of respondents

Question 3	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	37.6	47.1	67.9	64.7	48.3
Agree	39.6	45.7	#	#	41.5
Neither agree nor disagree	11.4	#	*	*	6.1
Disagree	3.4	#	*	0.0	1.6
Strongly disagree	0.0	*	0.0	*	0.6
Don't know	8.1	*	0.0	0.0	1.9
Base	149	414	78	34	675

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

69. 92.8% of the 414 teacher respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 15 for a visual representation of all responses to this question by teachers, governors and school staff.
70. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 15 for a visual representation of the responses to this question by organisations.
71. 77.2% of the 149 pupil respondents either agreed or strongly agreed with this proposal. 3.4% either disagreed or strongly disagreed. 19.5% neither agreed or disagreed or didn't know.
72. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 15 for a visual representation of the responses to this question by parents, guardians and members of the public.

Question 4: Section 75 Groups

73. **Full Questionnaire**

To what extent do you agree or disagree with the proposal to include a reference to Section 75 groups in a schedule to the legislation?

74. This question was only asked in the full version of the questionnaire and not in the young person’s version. Some pupils completed the full version of the questionnaire and their results will be analysed below although percentage figures in relation to pupil responses will only be the percentage of those pupils who responded to the question asked and not the percentage of total pupils who responded to the consultation generally.

75. Tables 17 and 18 below show 54.8% of 668 respondents either agreed or strongly agreed with this proposal. 5.9% either disagreed or strongly disagreed. 39.3% neither agreed or disagreed or didn’t know.

Table 17 Answer Percentages to Question 4 by all respondents

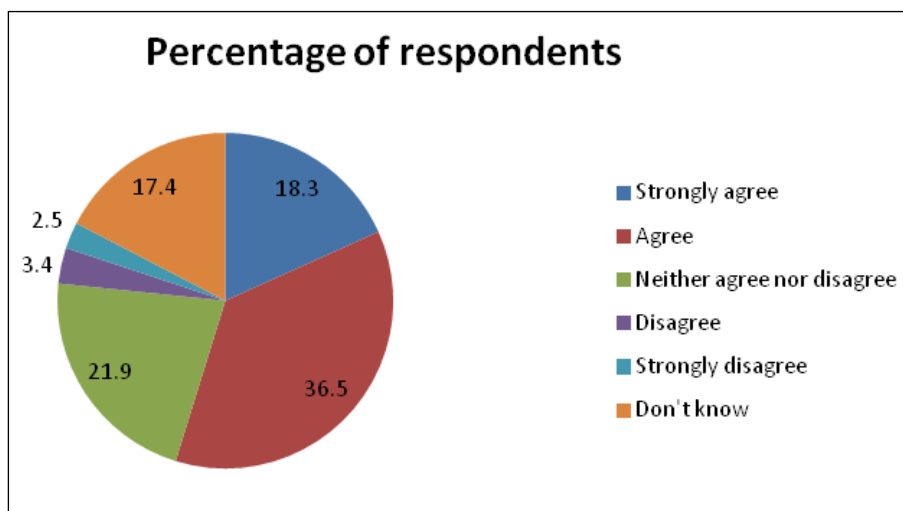


Table 18 Answer Profile to Question 4 by all respondents

Question 4	Number of respondents	Percentage of respondents
Strongly agree	122	18.3
Agree	244	36.5
Neither agree nor disagree	146	21.9
Disagree	23	3.4
Strongly disagree	17	2.5
Don't know	116	17.4
Total	668	100.0

76. Tables 19 and 20 below show the breakdown of answers to question 1 broken down into category of respondents.

Table 19 Answer Profile to Question 4 by category of respondents

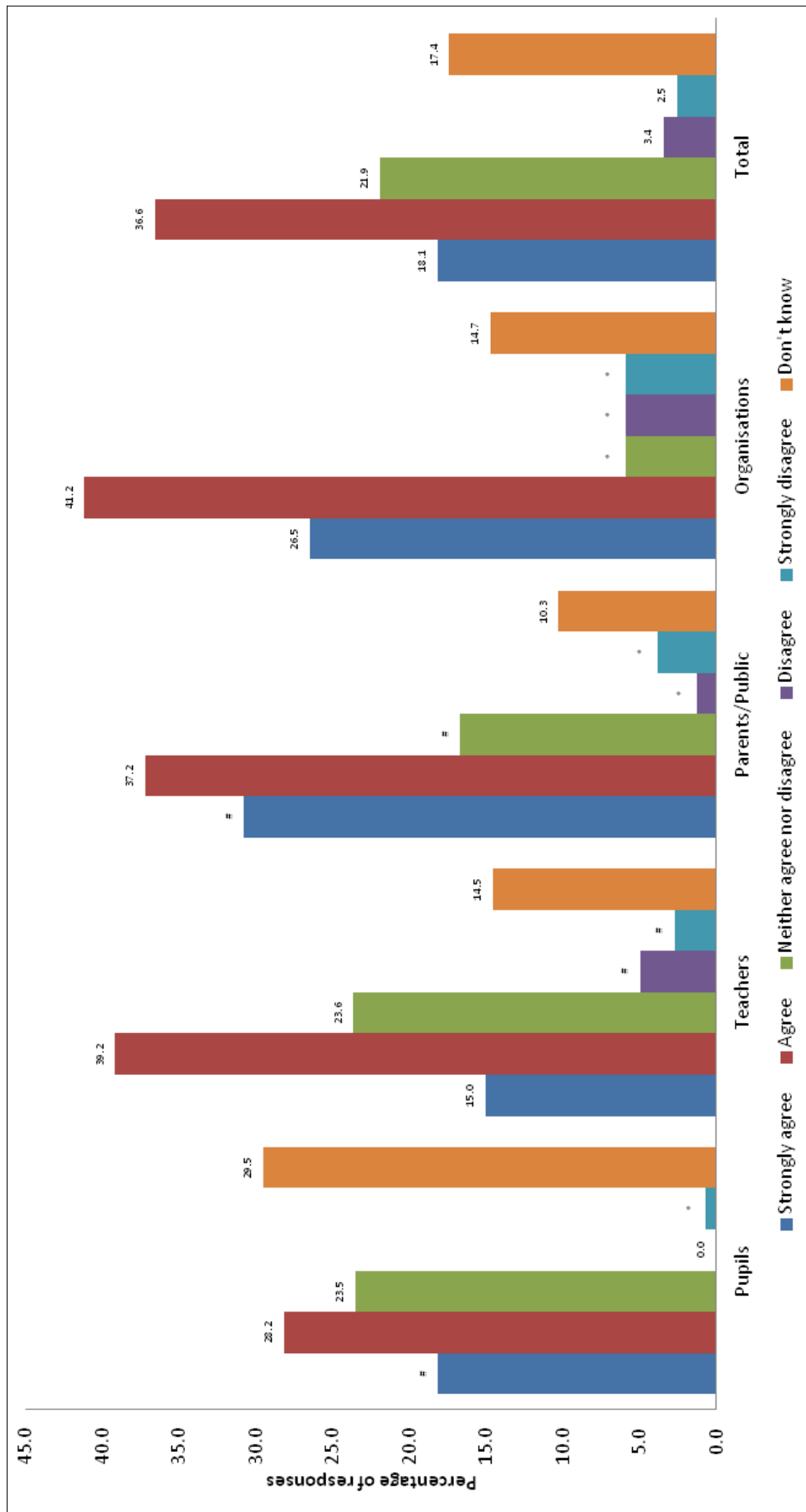


Table 20 Answer Profile to Question 4 by category of respondents

Question 4	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	#	15.0	#	26.5	18.1
Agree	28.2	39.2	37.2	41.2	36.6
Neither agree nor disagree	23.5	23.6	#	*	21.9
Disagree	0.0	#	*	*	3.4
Strongly disagree	*	#	*	*	2.5
Don't know	29.5	14.5	10.3	14.7	17.4
Base	149	406	78	34	667

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

77. 54.2% of the 406 teacher respondents either agreed or strongly agreed with this proposal. 7.7% either disagreed or strongly disagreed. 38.1% neither agreed or disagreed or didn't know.
78. 67.7% of the 34 Organisation respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 19 for a visual representation of all responses to this question by organisations.
79. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 19 for a visual representation of the responses to this question by pupils.
80. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 19 for a visual representation of the responses to this question by parents, guardians and members of the public.

Question 5: Bullying is repetitive

81. Full Questionnaire

To what extent do you agree or disagree that bullying behaviour is repetitive and therefore a single incident between pupils should be regarded as a breach of discipline and not as bullying unless repeated?

Young person's questionnaire

Do you agree that hurtful or unhelpful behaviour only becomes bullying when it happens more than once?

82. This question was asked in both questionnaires. Tables 21 and 22 below show 66.3% of 4,740 respondents either agreed or strongly agreed with this proposal. 22.4% either disagreed or strongly disagreed. 11.3% neither agreed or disagreed or didn't know.

Table 21 Answer Percentages to Question 5 by all respondents

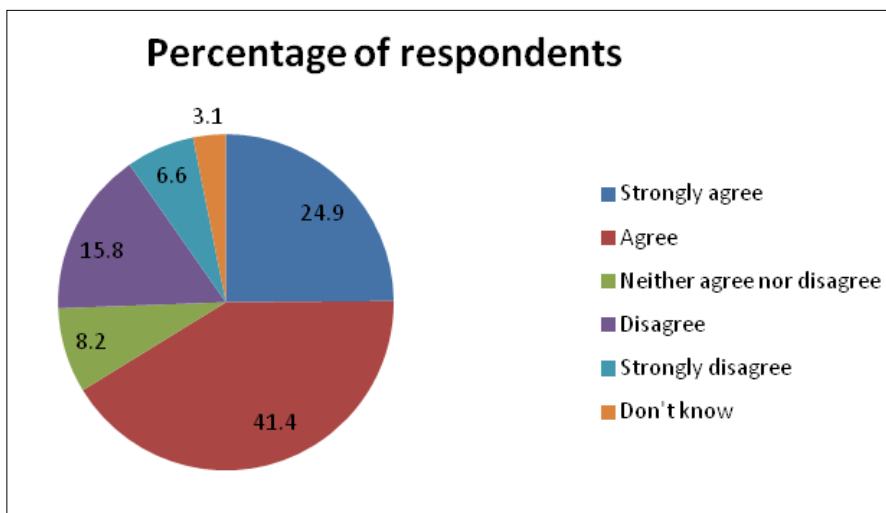


Table 22 Answer Profile to Question 5 by all respondents

Question 5	Number of respondents	Percentage of respondents
Strongly agree	1179	24.9
Agree	1961	41.4
Neither agree nor disagree	388	8.2
Disagree	750	15.8
Strongly disagree	313	6.6
Don't know	149	3.1
Total	4740	100.0

83. Tables 23 and 24 below show the breakdown of answers to question 5 broken down into category of respondents.

Table 23 Answer Profile to Question 5 by category of respondents

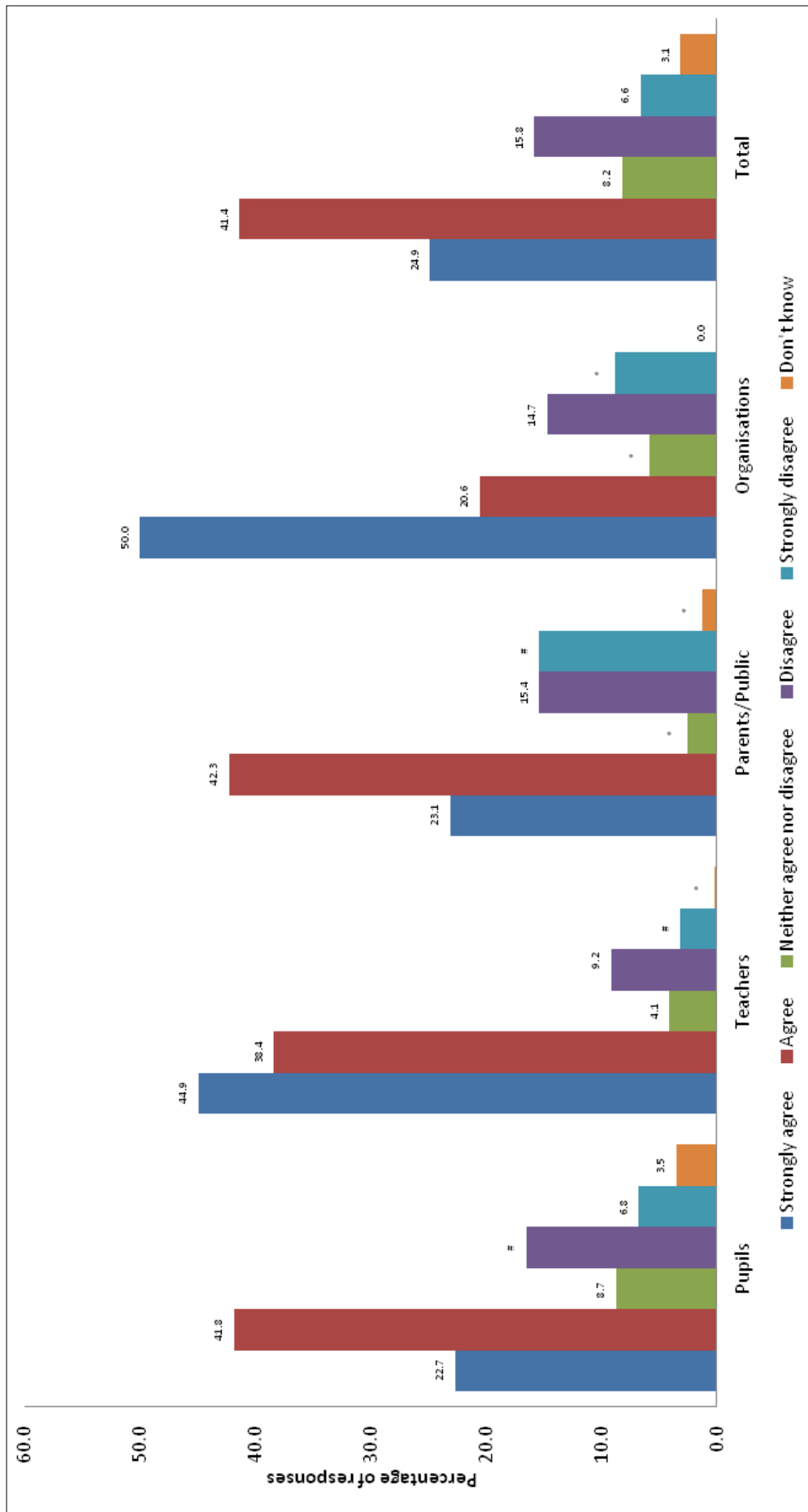


Table 24 Answer Profile to Question 5 by category of respondents

Question 5	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	22.7	44.9	23.1	50.0	24.9
Agree	41.8	38.4	42.3	20.6	41.4
Neither agree nor disagree	#	4.1	*	*	8.2
Disagree	16.5	9.2	15.4	14.7	15.8
Strongly disagree	6.8	#	#	*	6.6
Don't know	#	*	*	0.0	3.1
Base	4213	414	78	34	4739

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

84. 83.3% of the 414 teacher respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 23 for a visual representation of all responses to this question by teachers, governors and school staff.
85. 70.6% of the 34 Organisation respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 23 for a visual representation of all responses to this question by organisations.
86. 64.5% of the 4,213 pupil respondents either agreed or strongly agreed with this proposal. 23.3% either disagreed or strongly disagreed. 12.2% neither agreed or disagreed or didn't know.
87. 65.4% of the 78 Parents/Public respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which

would lead to the disclosure of figures of less than 5, the reader is referred to Table 23 for a visual representation of all responses to this question by parents, guardians and members of the public.

Question 6: **Bullying is between Pupils**

88. **Full Questionnaire**

To what extent do you agree or disagree with the proposal that legislation should only apply to interaction between pupils and not include teachers and staff?

Young person’s questionnaire

Do you agree that bullying happens between pupils and does not include staff or teachers in how they treat, or are treated by, pupils?

89. This question was asked in both questionnaires. Tables 25 and 26 below show 24.1% of 4,732 respondents either agreed or strongly agreed with this proposal. 57.2% either disagreed or strongly disagreed. 18.7% neither agreed or disagreed or didn’t know.

Table 25 Answer Percentages to Question 6 by all respondents

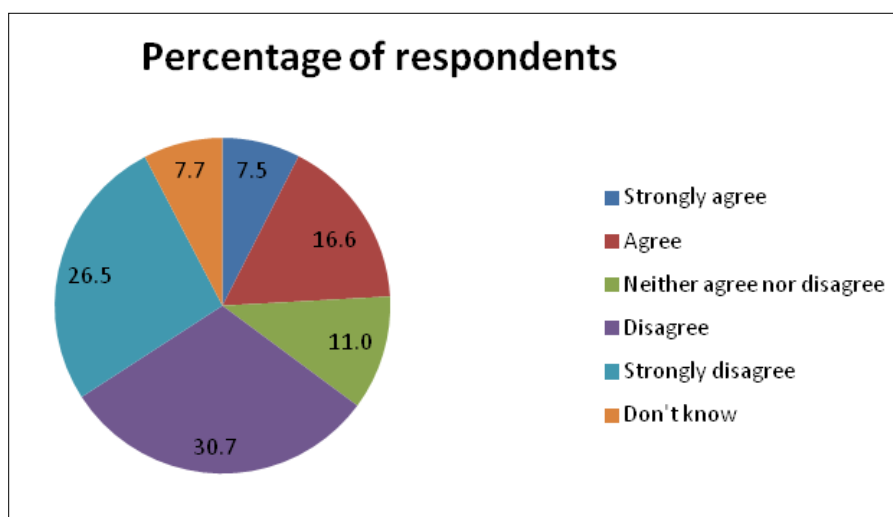


Table 26 Answer Profile to Question 6 by all respondents

Question 6	Number of respondents	Percentage of respondents
Strongly agree	355	7.5
Agree	786	16.6
Neither agree nor disagree	522	11.0
Disagree	1453	30.7
Strongly disagree	1254	26.5
Don't know	362	7.7
Total	4732	100.0

90. Tables 27 and 28 below show the breakdown of answers to question 6 broken down into category of respondents.

Table 27 Answer Profile to Question 6 by category of respondents

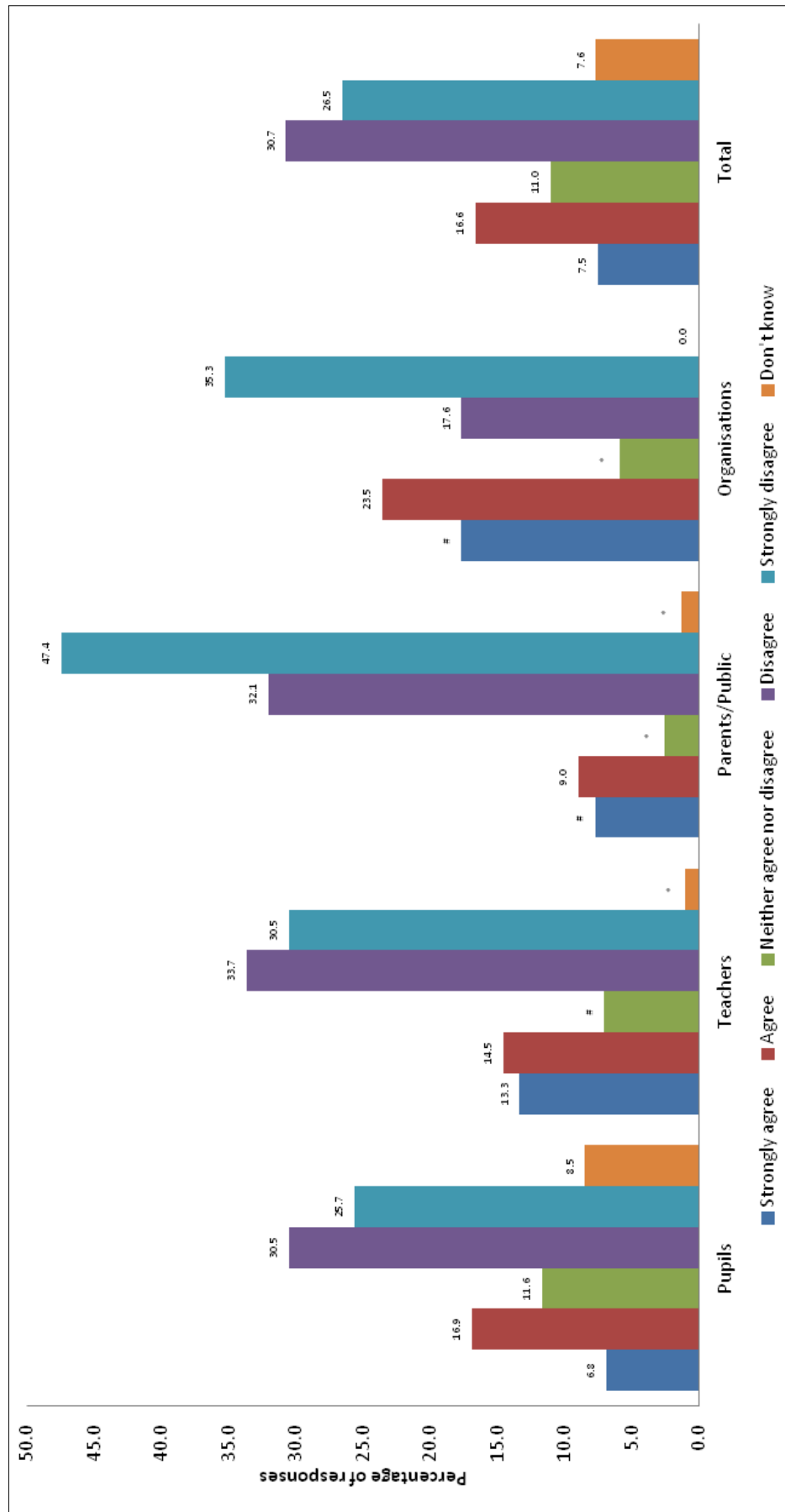


Table 28 Answer Profile to Question 6 by category of respondents

Question 6	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	6.8	13.3	#	#	7.5
Agree	16.9	14.5	9.0	23.5	16.6
Neither agree nor disagree	11.6	#	*	*	11.0
Disagree	30.5	33.7	32.1	17.6	30.7
Strongly disagree	25.7	30.5	47.4	35.3	26.5
Don't know	8.5	*	*	0.0	7.6
Base	4206	413	78	34	4731

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

91. 27.8% of the 413 teacher respondents either agreed or strongly agreed with this proposal. 64.2% either disagreed or strongly disagreed. 8% neither agreed or disagreed or didn't know.
92. 52.9% of the 34 Organisation respondents either disagreed or strongly disagreed. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 27 for a visual representation of all responses to this question by organisations.
93. 23.7% of the 4,206 pupil respondents either agreed or strongly agreed with this proposal. 56.2% either disagreed or strongly disagreed. 20.1% neither agreed or disagreed or didn't know.
94. 79.5% of the 78 Parents/Public respondents either disagreed or strongly disagreed. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 27 for a visual representation of all responses to this question by parents, guardians and members of the public.

Question 7: Guidance on anti-bullying policy content

95. Full Questionnaire

To what extent do you agree or disagree with the proposal that the Department should issue schools with greater guidance regarding the core content which should be included in their anti-bullying policy?

96. This question was only asked in the full version of the questionnaire and not in the young person’s version. Some pupils completed the full version of the questionnaire and their results will be analysed below although percentage figures in relation to pupil responses will only be the percentage of those pupils who responded to the question asked and not the percentage of total pupils who responded to the consultation generally.

97. Tables 29 and 30 below show 89.8% of 675 respondents either agreed or strongly agreed with this proposal. 1.6% either disagreed or strongly disagreed. 8.6% neither agreed or disagreed or didn’t know.

Table 29 Answer Percentages to Question 7 by all respondents

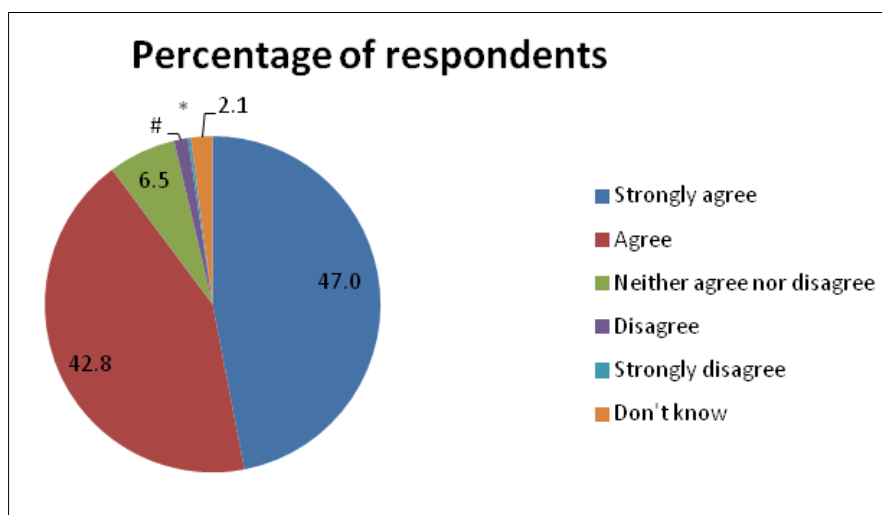


Table 30 Answer Profile to Question 7 by all respondents

Question 7	Number of respondents	Percentage of respondents
Strongly agree	317	47.0
Agree	289	42.8
Neither agree nor disagree	44	6.5
Disagree	#	#
Strongly disagree	*	*
Don't know	14	2.1
Total	675	100.0

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

98. Tables 31 and 32 below show the breakdown of answers to question 7 broken down into category of respondents.

Table 31 Answer Profile to Question 7 by category of respondents

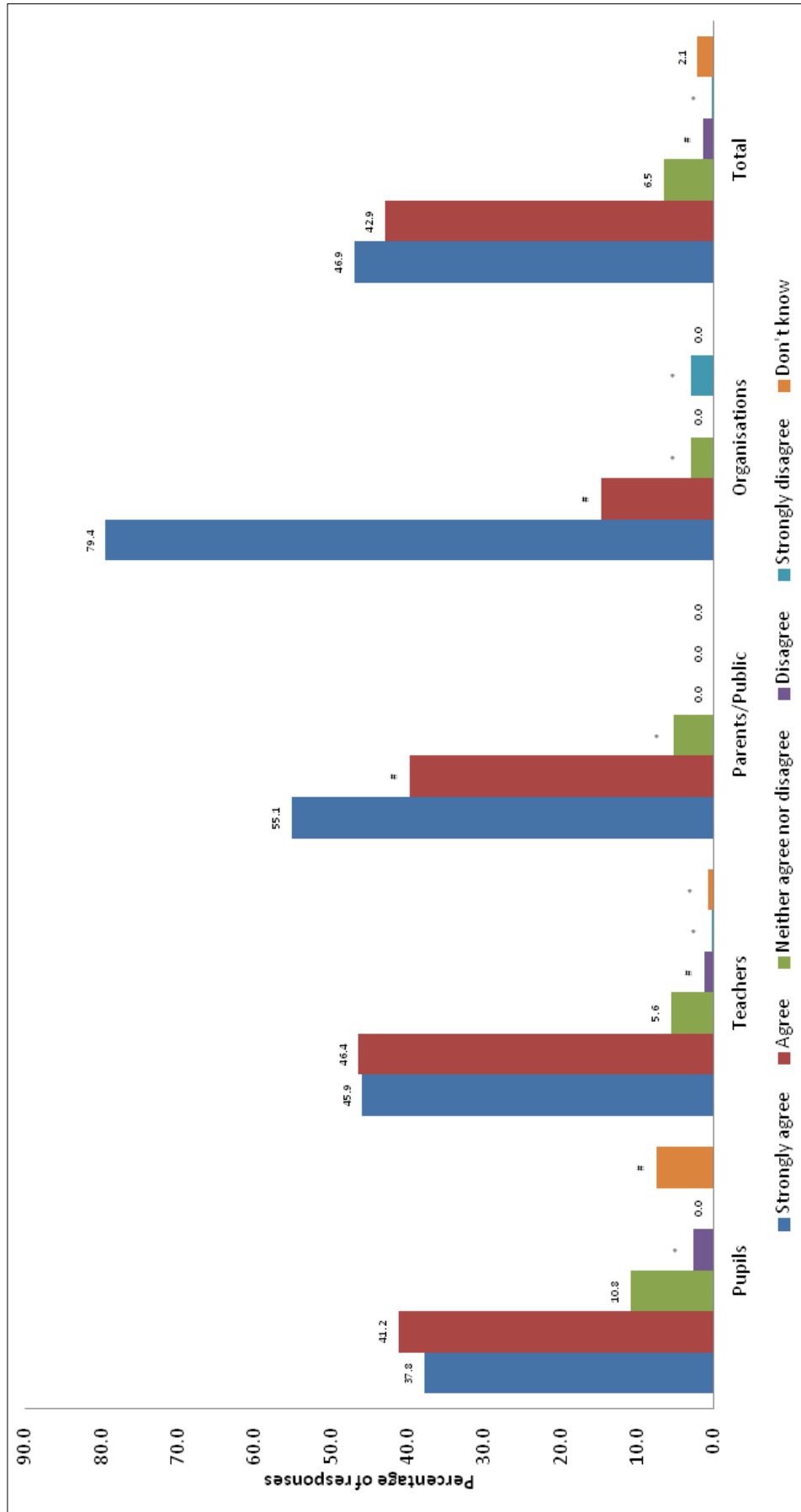


Table 32 Answer Profile to Question 7 by category of respondents

Question 7	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	37.8	45.9	55.1	79.4	46.9
Agree	41.2	46.4	#	#	42.9
Neither agree nor disagree	10.8	5.6	*	*	6.5
Disagree	*	#	0.0	0.0	#
Strongly disagree	0.0	*	0.0	*	*
Don't know	#	*	0.0	0.0	2.1
Base	148	414	78	34	674

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

99. 92.3% of the 414 teacher respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 31 for a visual representation of all responses to this question by teachers, governors and school staff.
100. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 31 for a visual representation of the responses to this question by organisations.
101. 79% of the 148 pupil respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 31 for a visual representation of all responses to this question by pupils.
102. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 31 for a visual representation of the responses to this question by parents, guardians and members of the public.

Question 8: Recording of bullying incidents by schools

103. Full Questionnaire

To what extent do you agree or disagree with the proposal that schools should be required to record the motivation, response and outcomes of all bullying incidents inside schools?

Young person’s questionnaire

Do you agree that schools should keep a record of how the bullying happened, why it happened and how it was resolved?

104. This question was asked in both questionnaires. Tables 33 and 34 below show 84.5% of 4,740 respondents either agreed or strongly agreed with this proposal. 5.1% either disagreed or strongly disagreed. 10.5% neither agreed or disagreed or didn’t know.

Table 33 Answer Percentages to Question 8 by all respondents

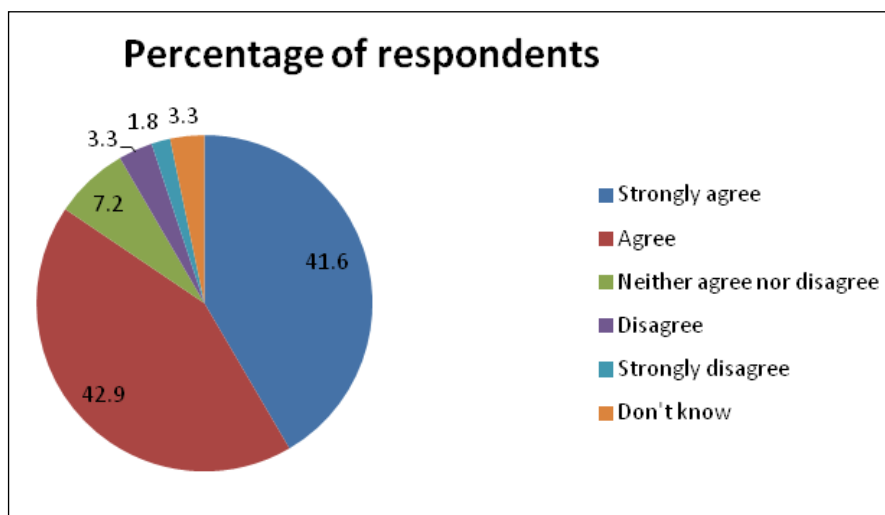


Table 34 Answer Profile to Question 8 by all respondents

Question 8	Number of respondents	Percentage of respondents
Strongly agree	1970	41.6
Agree	2033	42.9
Neither agree nor disagree	339	7.2
Disagree	156	3.3
Strongly disagree	86	1.8
Don't know	156	3.3
Total	4740	100.0

105. Tables 35 and 36 below show the breakdown of answers to question 8 broken down into category of respondents.

Table 35 Answer Profile to Question 8 by category of respondents

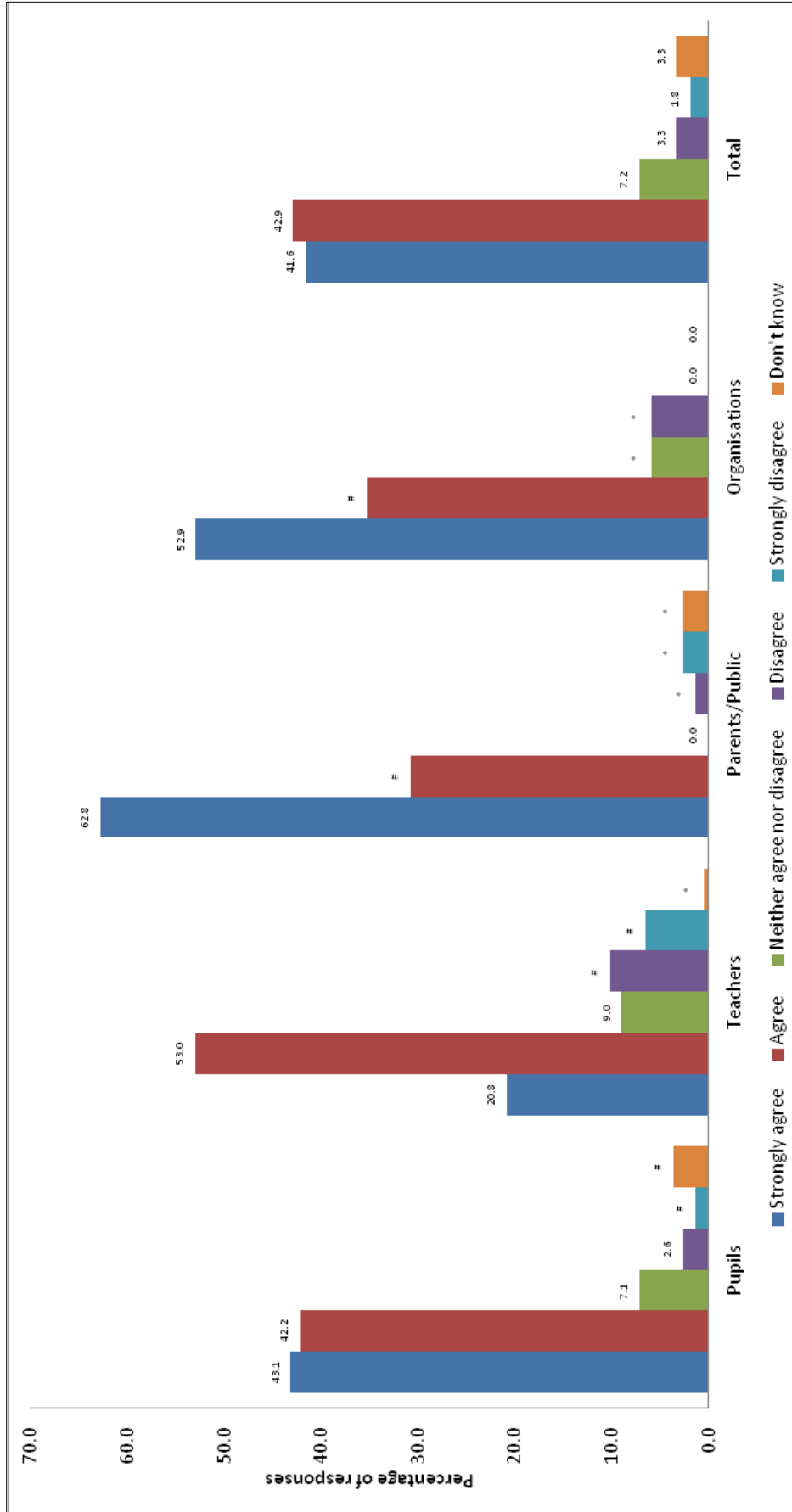


Table 36 Answer Profile to Question 8 by category of respondents

Question 8	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	43.1	20.8	62.8	52.9	41.6
Agree	42.2	53.0	#	#	42.9
Neither agree nor disagree	7.1	9.0	0.0	*	7.2
Disagree	2.6	#	*	*	3.3
Strongly disagree	#	#	*	0.0	1.8
Don't know	#	*	*	0.0	3.3
Base	4214	413	78	34	4739

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

106. 73.8% of the 413 teacher respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 35 for a visual representation of all responses to this question by teachers, governors and school staff.
107. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 35 for a visual representation of the responses to this question by organisations.
108. 85.3% of the 4,214 pupil respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 35 for a visual representation of all responses to this question by pupils.
109. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 35 for a visual representation of the responses to this question by parents, guardians and members of the public.

Question 9: Recording of bullying incidents on a common IT system

110. Full Questionnaire

To what extent do you agree or disagree with the proposal that all schools should use a common IT system to collect data on bullying incidents?

111. This question was only asked in the full version of the questionnaire and not in the young person’s version. Some pupils completed the full version of the questionnaire and their results will be analysed below although percentage figures in relation to pupil responses will only be the percentage of those pupils who responded to the question asked and not the percentage of total pupils who responded to the consultation generally.
112. Tables 37 and 38 below show 65.2% of 675 respondents either agreed or strongly agreed with this proposal. 17.8% either disagreed or strongly disagreed. 17.1% neither agreed or disagreed or didn’t know.

Table 37 Answer Percentages to Question 9 by all respondents

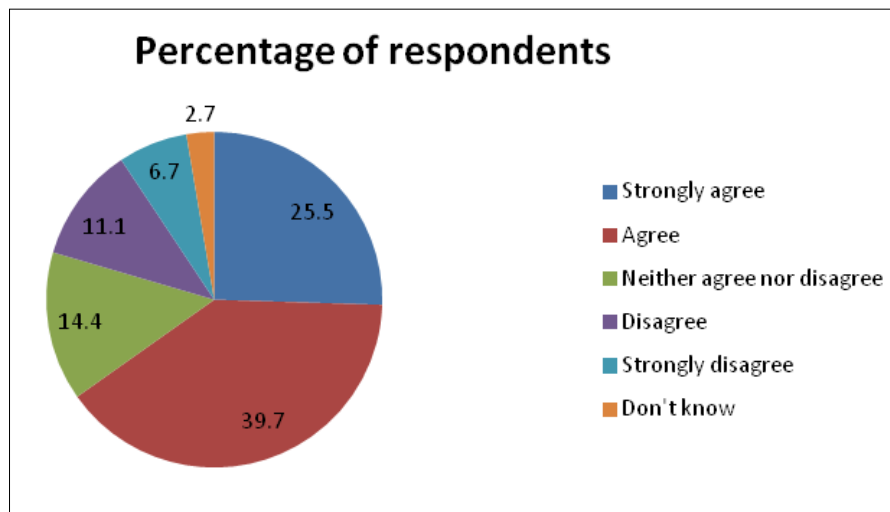


Table 38 Answer Profile to Question 9 by all respondents

Question 9	Number of respondents	Percentage of respondents
Strongly agree	172	25.5
Agree	268	39.7
Neither agree nor disagree	97	14.4
Disagree	75	11.1
Strongly disagree	45	6.7
Don't know	18	2.7
Total	675	100.0

113. Tables 39 and 40 below show the breakdown of answers to question 9 broken down into category of respondents.

Table 39 Answer Profile to Question 9 by category of respondents

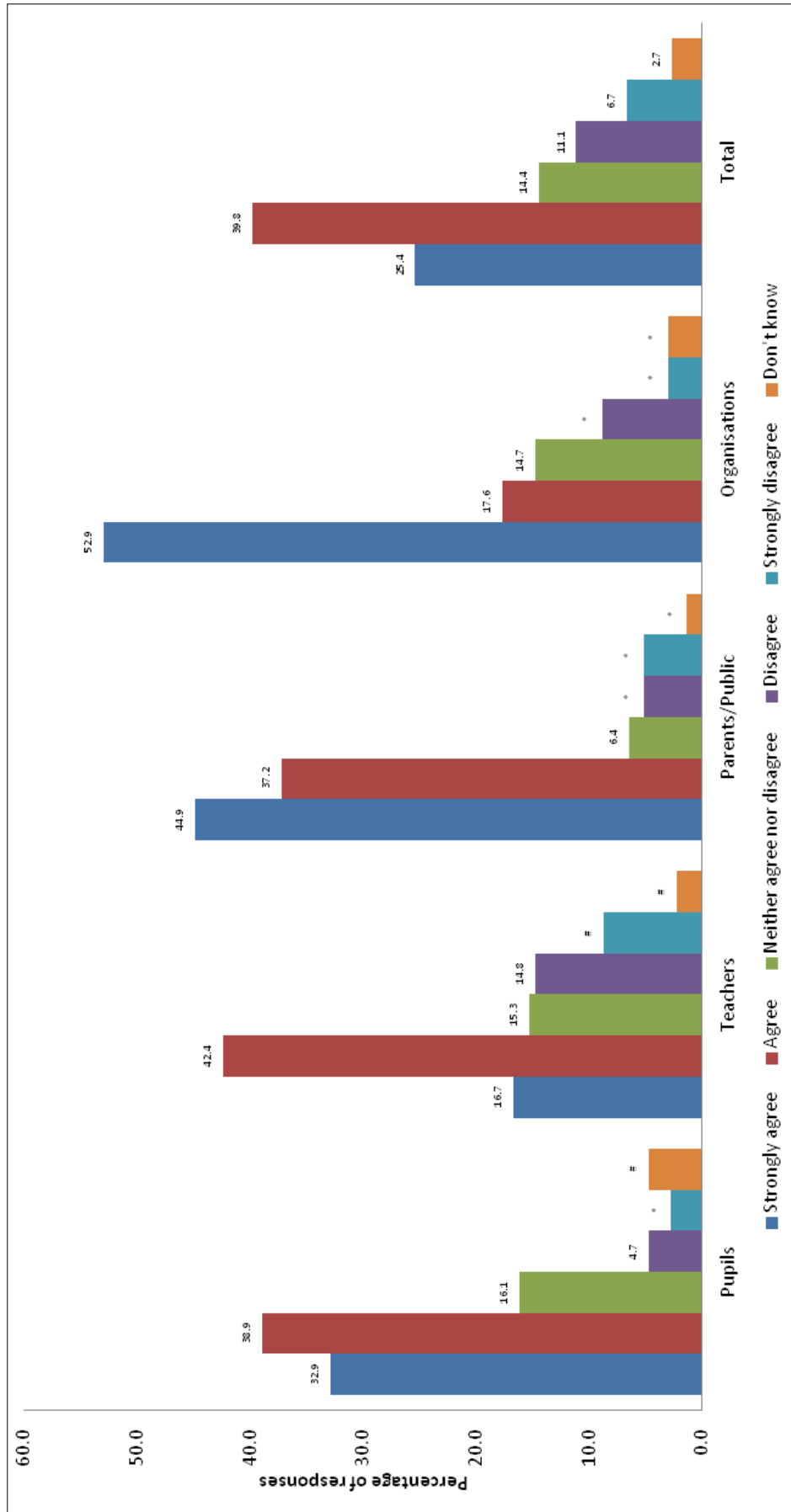


Table 40 Answer Profile to Question 9 by category of respondents

Question 9	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	32.9	16.7	44.9	52.9	25.4
Agree	38.9	42.4	37.2	17.6	39.8
Neither agree nor disagree	16.1	15.3	6.4	14.7	14.4
Disagree	4.7	14.8	*	*	11.1
Strongly disagree	*	#	*	*	6.7
Don't know	#	#	*	*	2.7
Base	149	413	78	34	674

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

114. 59.1% of the 413 teacher respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 39 for a visual representation of all responses to this question by teachers, governors and school staff.
115. 70.5% of the 34 Organisation respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 39 for a visual representation of all responses to this question by organisations.
116. 71.8% of the 149 pupil respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 39 for a visual representation of all responses to this question by pupils.
117. 82.1% of the 78 Parents/Public respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which

would lead to the disclosure of figures of less than 5, the reader is referred to Table 39 for a visual representation of all responses to this question by parents, guardians and members of the public.

Question 10: Recording of bullying incidents will reduce bullying in schools

118. Full Questionnaire

To what extent do you agree that uniform recording of incidents of bullying, their motivating factors and the actions taken will be beneficial to schools in monitoring the success of their anti-bullying policies and processes?

Young person’s questionnaire

Do you agree that the recording of bullying details by schools could help schools reduce bullying in the future?

119. This question was asked in both questionnaires. Tables 41 and 42 below show 75.3% of 4,737 respondents either agreed or strongly agreed with this proposal. 7.5% either disagreed or strongly disagreed. 17.3% neither agreed or disagreed or didn’t know.

Table 41 Answer Percentages to Question 10 by all respondents

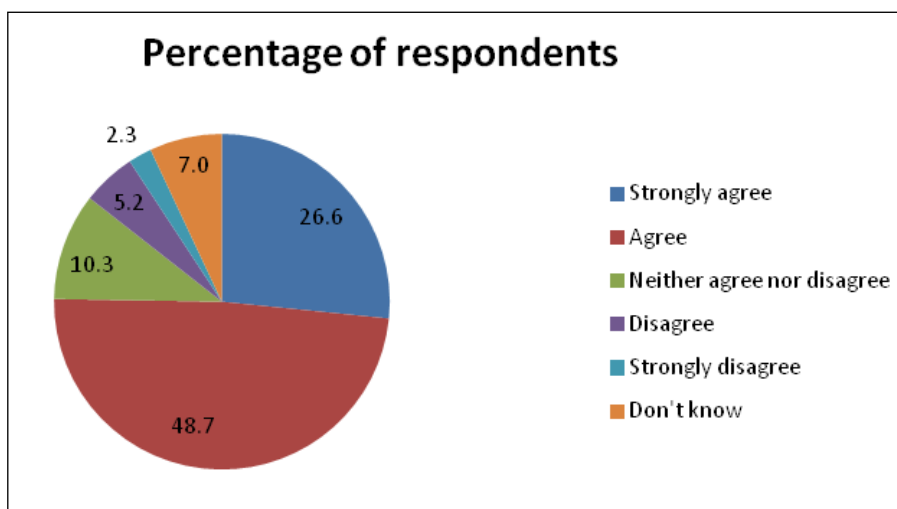


Table 42 Answer Percentages to Question 10 by all respondents

Question 10	Number of respondents	Percentage of respondents
Strongly agree	1260	26.6
Agree	2305	48.7
Neither agree nor disagree	489	10.3
Disagree	245	5.2
Strongly disagree	107	2.3
Don't know	331	7.0
Total	4737	100.0

120. Tables 43 and 44 below show the breakdown of answers to question 10 broken down into category of respondents.

Table 43 Answer Profile to Question 10 by category of respondents

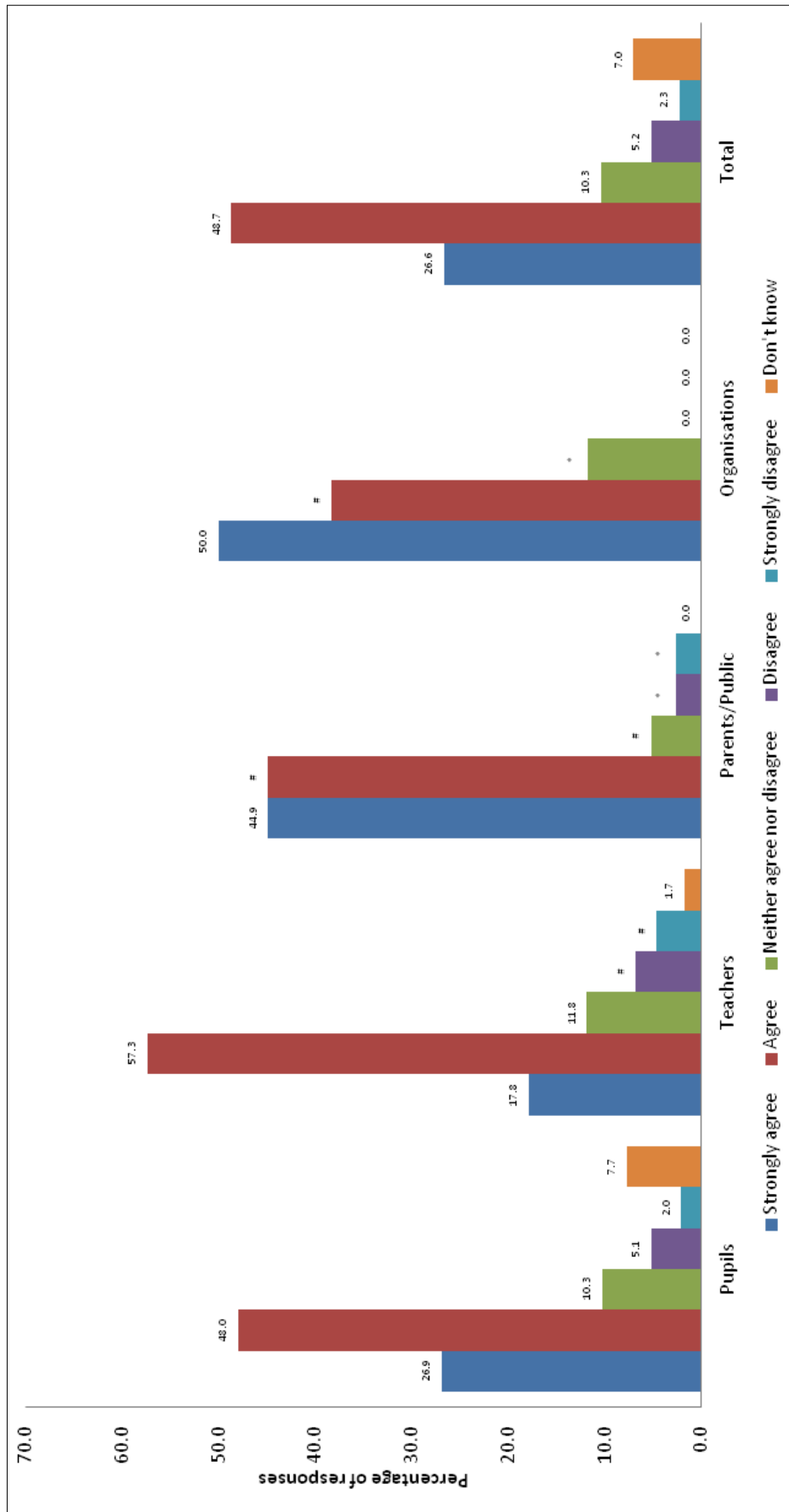


Table 44 Answer Profile to Question 10 by category of respondents

Question 10	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	26.9	17.8	44.9	50.0	26.6
Agree	48.0	57.3	#	#	48.7
Neither agree nor disagree	10.3	11.8	#	*	10.3
Disagree	5.1	#	*	0.0	5.2
Strongly disagree	2.0	#	*	0.0	2.3
Don't know	7.7	1.7	0.0	0.0	7.0
Base	4209	415	78	34	4736

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

121. 75.1% of the 415 teacher respondents either agreed or strongly agreed with this proposal. 11.4% either disagreed or strongly disagreed. 13.5% neither agreed or disagreed or didn't know.
122. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 43 for a visual representation of the responses to this question by organisations.
123. 74.9% of the 4,209 pupil respondents either agreed or strongly agreed with this proposal. 7.1% either disagreed or strongly disagreed. 18% neither agreed or disagreed or didn't know.
124. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 43 for a visual representation of the responses to this question by parents, guardians and members of the public.

Question 11: Recording of bullying incidents will reveal the scale of the problem

125. **Full Questionnaire**

To what extent do you agree that uniform recording of incidents of bullying, their motivating factors and the actions taken by schools will help the Department and new Education Authority to monitor the overall scale and nature of bullying in schools more effectively?

126. This question was only asked in the full version of the questionnaire and not in the young person’s version. Some pupils completed the full version of the questionnaire and their results will be analysed below although percentage figures in relation to pupil responses will only be the percentage of those pupils who responded to the question asked and not the percentage of total pupils who responded to the consultation generally.

127. Tables 45 and 46 below show 74.1% of 676 respondents either agreed or strongly agreed with this proposal. 9.4% either disagreed or strongly disagreed. 16.4% neither agreed or disagreed or didn’t know.

Table 45 Answer Percentages to Question 11 by all respondents

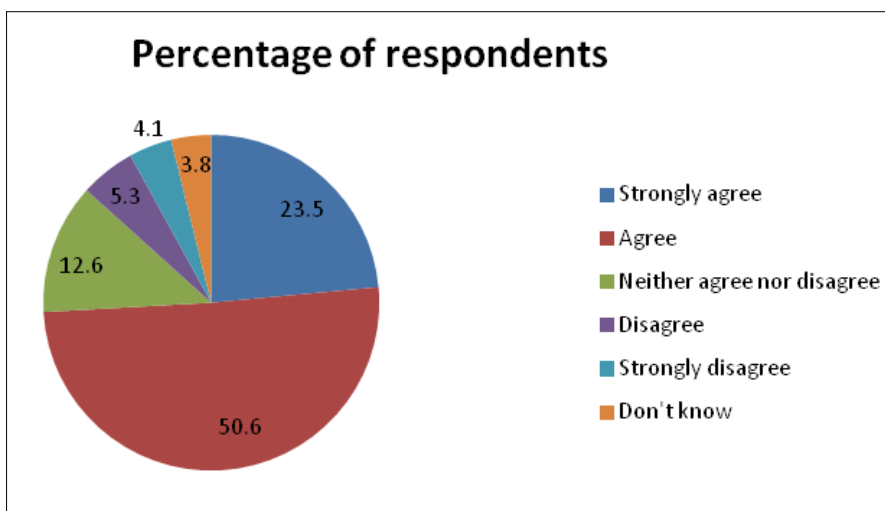


Table 46 Answer Profile to Question 11 by all respondents

Question 11	Number of respondents	Percentage of respondents
Strongly agree	159	23.5
Agree	342	50.6
Neither agree nor disagree	85	12.6
Disagree	36	5.3
Strongly disagree	28	4.1
Don't know	26	3.8
Total	676	100.0

128. Tables 47 and 48 below show the breakdown of answers to question 11 broken down into category of respondents.

Table 47 Answer Profile to Question 11 by category of respondents

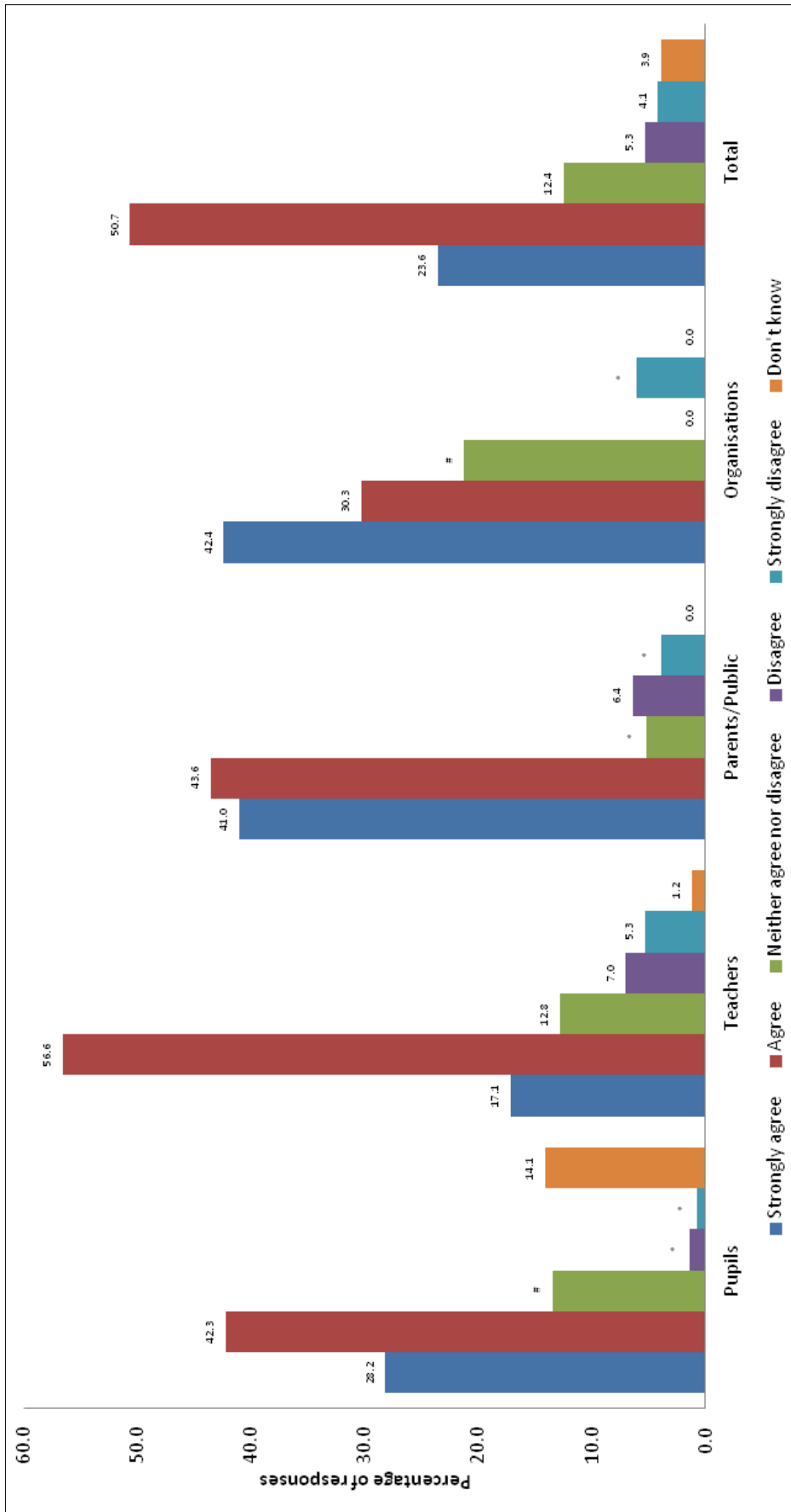


Table 48 Answer Profile to Question 11 by category of respondents

Question 11	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	28.2	17.1	41.0	42.4	23.6
Agree	42.3	56.6	43.6	30.3	50.7
Neither agree nor disagree	#	12.8	*	#	12.4
Disagree	*	7.0	6.4	0.0	5.3
Strongly disagree	*	5.3	*	*	4.1
Don't know	14.1	1.2	0.0	0.0	3.9
Base	149	415	78	33	675

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

129. 73.7% of the 415 teacher respondents either agreed or strongly agreed with this proposal. 12.3% either disagreed or strongly disagreed. 14.0% neither agreed or disagreed or didn't know.
130. 72.7% of the 33 organisation respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 47 for a visual representation of all responses to this question by organisations.
131. 70.5% of the 149 pupil respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 47 for a visual representation of all responses to this question by each pupil.
132. 84.6% of the 78 Parents/Public respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred

to Table 47 for a visual representation of all responses to this question by parents, guardians and members of the public.

Question 12: When should schools be responsible for dealing with cyber bullying?

A. During School hours

133. This question was asked in both questionnaires. Tables 49 and 50 below show 91.3% of 4,712 respondents answered yes and 8.7% answered no.

Table 49 Answer Percentages to Question 12A by all respondents

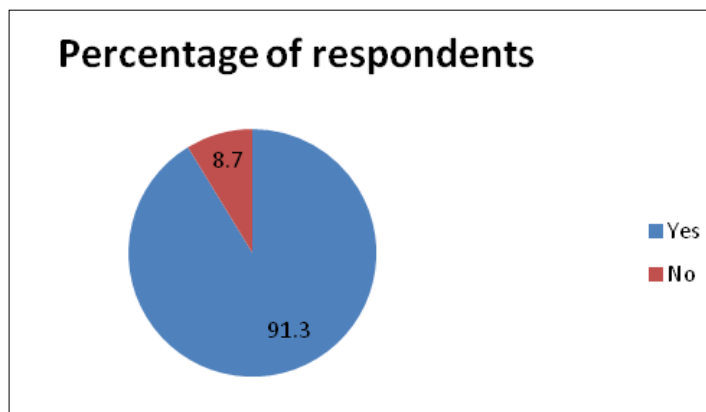
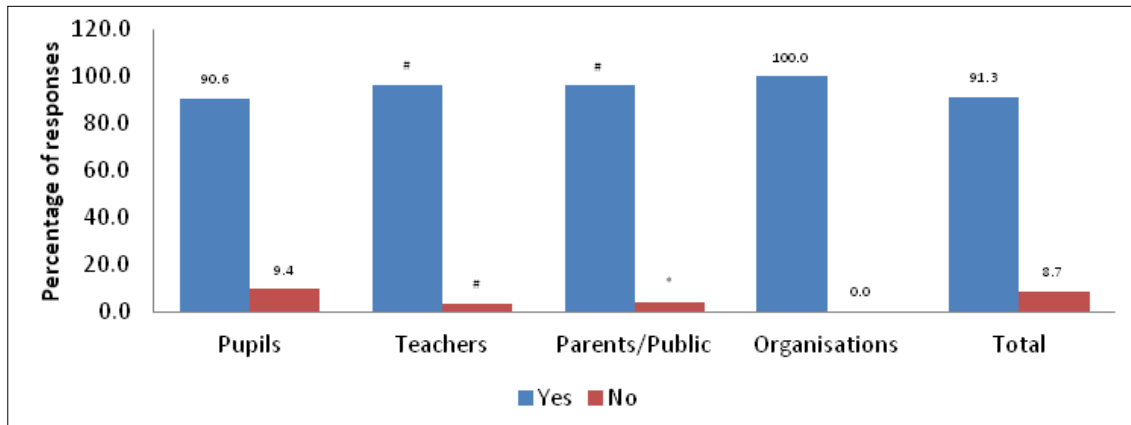


Table 50 Answer Profile to Question 12A by all respondents

Question 12A	Number of respondents	Percentage of respondents
Yes	4301	91.3
No	411	8.7
Total	4712	100.0

134. Tables 51 and 52 below show the breakdown of answers to question 12A broken down into category of respondents.

Table 51 Answer Profile to Question 12A by category of respondents**Table 52 Answer Profile to Question 12A by category of respondents**

Question 12A	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Yes	90.6	#	#	100.0	91.3
No	9.4	#	*	0.0	8.7
Base	4184	415	78	34	4711

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

135. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 51 for a visual representation of the responses to this question by teachers, governors and school staff.
136. 100% of the 34 Organisation respondents answered yes and 0% answered no.
137. 90.6% of the 4,184 pupil respondents answered yes and 9.4% answered no.
138. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 51 for a

visual representation of the responses to this question by parents, guardians and members of the public.

B. Using school equipment

139. This question was asked in both questionnaires. Tables 53 and 54 below show 92.4% of 4,706 respondents answered yes and 7.6% answered no.

Table 53 Answer Percentages to Question 12B by all respondents

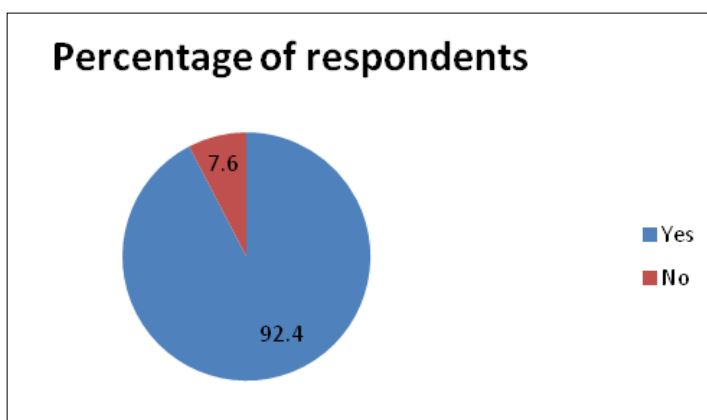
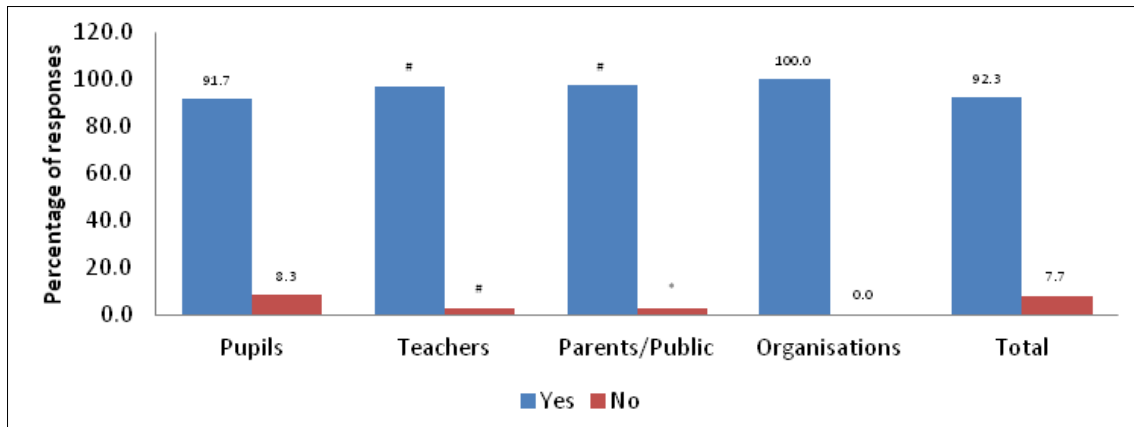


Table 54 Answer Profile to Question 12B by all respondents

Question 12B	Number of respondents	Percentage of respondents
Yes	4346	92.4
No	360	7.6
Total	4706	100.0

140. Tables 55 and 56 below show the breakdown of answers to question 12B broken down into category of respondents.

Table 55 Answer Profile to Question 12B by category of respondents**Table 56 Answer Profile to Question 12B by category of respondents**

Question 12B	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Yes	91.7	#	#	100.0	92.3
No	8.3	#	*	0.0	7.7
Base	4179	414	78	34	4705

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

141. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 55 for a visual representation of the responses to this question by teachers, governors and school staff.
142. 100% of the 34 Organisation respondents answered yes and 0% answered no.
143. 91.7% of the 4,179 pupil respondents answered yes and 8.3% answered no.
144. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 55 for a

visual representation of the responses to this question by parents, guardians and members of the public.

C. On school property

145. This question was asked in both questionnaires. Tables 57 and 58 below show 94.5% of 4,686 respondents answered yes and 5.5% answered no.

Table 57 Answer Percentages to Question 12C by all respondents

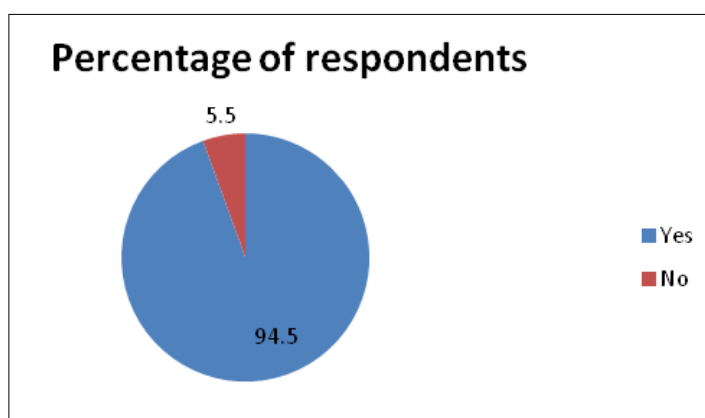
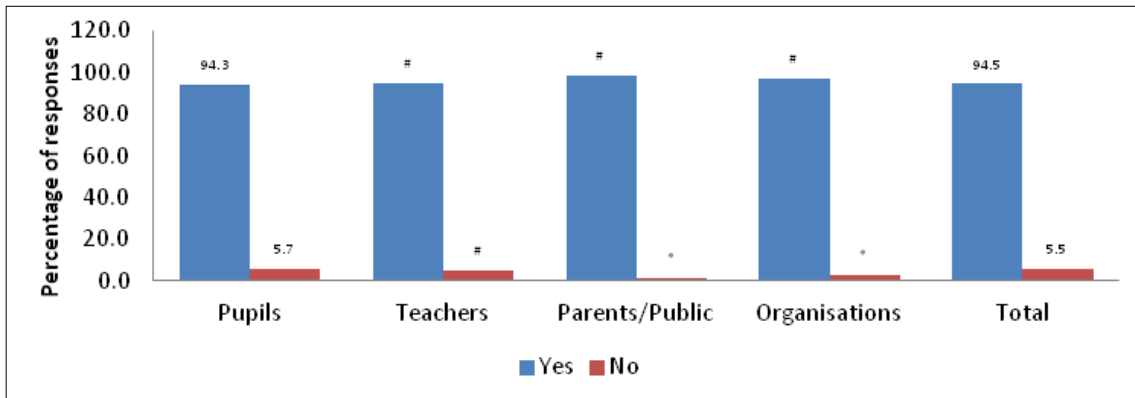


Table 58 Answer Profile to Question 12C by all respondents

Question 12C	Number of respondents	Percentage of respondents
Yes	4426	94.5
No	260	5.5
Total	4686	100.0

146. Tables 59 and 60 below show the breakdown of answers to question 12C broken down into category of respondents.

Table 59 Answer Profile to Question 12C by category of respondents**Table 60 Answer Profile to Question 12C by category of respondents**

Question 12C	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Yes	94.3	#	#	#	94.5
No	5.7	#	*	*	5.5
Base	4158	415	78	34	4685

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

147. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 59 for a visual representation of the responses to this question by teachers, governors and school staff.
148. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 59 for a visual representation of the responses to this question by organisations.
149. 94.3% of the 4,158 pupil respondents answered yes and 5.7% answered no.
150. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 59 for a

visual representation of the responses to this question by parents, guardians and members of the public.

At any time during term time even outside school hours

151. This question was asked in both questionnaires. Tables 61 and 62 below show 46.3% of 4,687 respondents answered yes and 53.7% answered no.

Table 61 Answer Percentages to Question 12D by all respondents

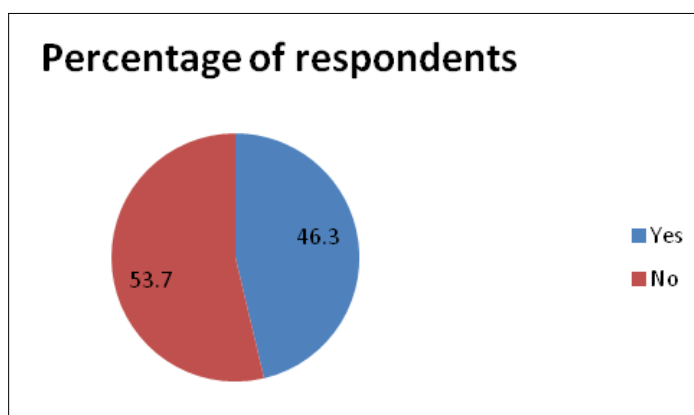
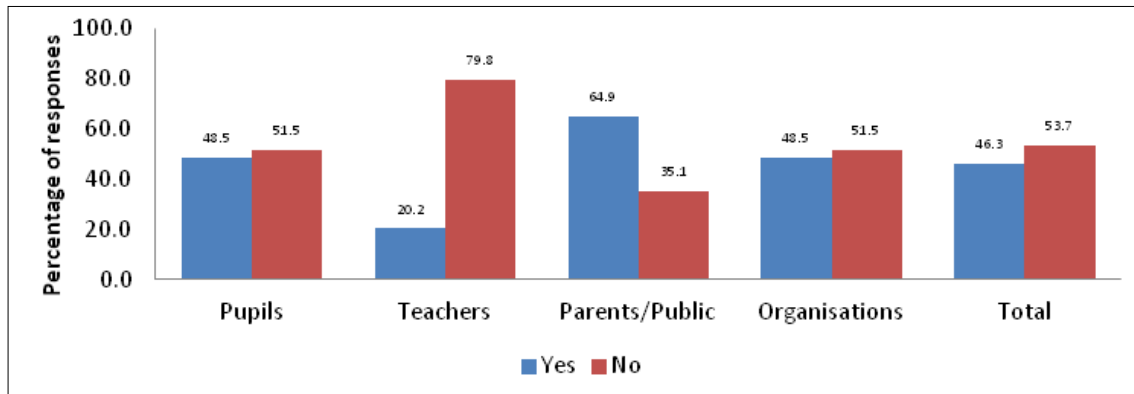


Table 62 Answer Profile to Question 12D by all respondents

Question 12D	Number of respondents	Percentage of respondents
Yes	2170	46.3
No	2517	53.7
Total	4687	100.0

152. Tables 63 and 64 below show the breakdown of answers to question 12D broken down into category of respondents.

Table 63 Answer Profile to Question 12D by category of respondents**Table 64 Answer Profile to Question 12D by category of respondents**

Question 12D	Number of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Yes	48.5	20.2	64.9	48.5	46.3
No	51.5	79.8	35.1	51.5	53.7
Base	4171	405	77	33	4686

153. 20.2% of the 405 teacher respondents answered yes and 79.8% answered no.
154. 48.5% of the 33 Organisation respondents answered yes and 51.5% answered no.
155. 48.5% of the 4,171 pupil respondents answered yes and 51.5% answered no.
156. 64.9% of the 77 Parents/Public respondents answered yes and 35.1% answered no.

Question 13: Appointment of one or more Governor

157. **Full Questionnaire**

To what extent do you agree or disagree with the proposal that Boards of Governors should appoint one or more Governors to have responsibility for school bullying policies and their implementation?

Young person’s questionnaire

Do you agree that a school’s Board of Governors should have one or more members responsible for helping to stop bullying?

158. This question was asked in both questionnaires. Tables 65 and 66 below show 82.9% of 4,723 respondents either agreed or strongly agreed with this proposal. 3.7% either disagreed or strongly disagreed. 13.3% neither agreed or disagreed or didn’t know.

Table 65 Answer Percentages to Question 13 by all respondents

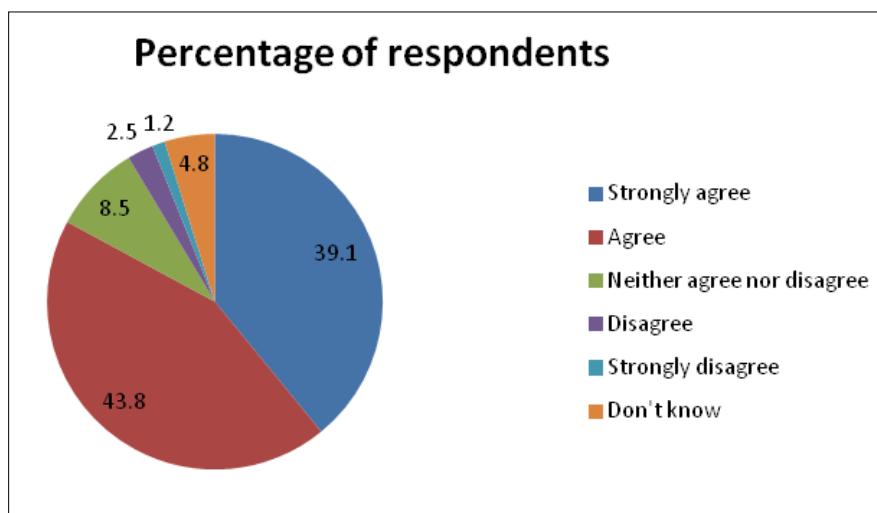


Table 66 Answer Profile to Question 13 by all respondents

Question 13	Number of respondents	Percentage of respondents
Strongly agree	1846	39.1
Agree	2069	43.8
Neither agree nor disagree	402	8.5
Disagree	119	2.5
Strongly disagree	58	1.2
Don't know	229	4.8
Total	4723	100.0

159. Tables 67 and 68 below show the breakdown of answers to question 13 broken down into category of respondents.

Table 67 Answer Profile to Question 13 by category of respondents

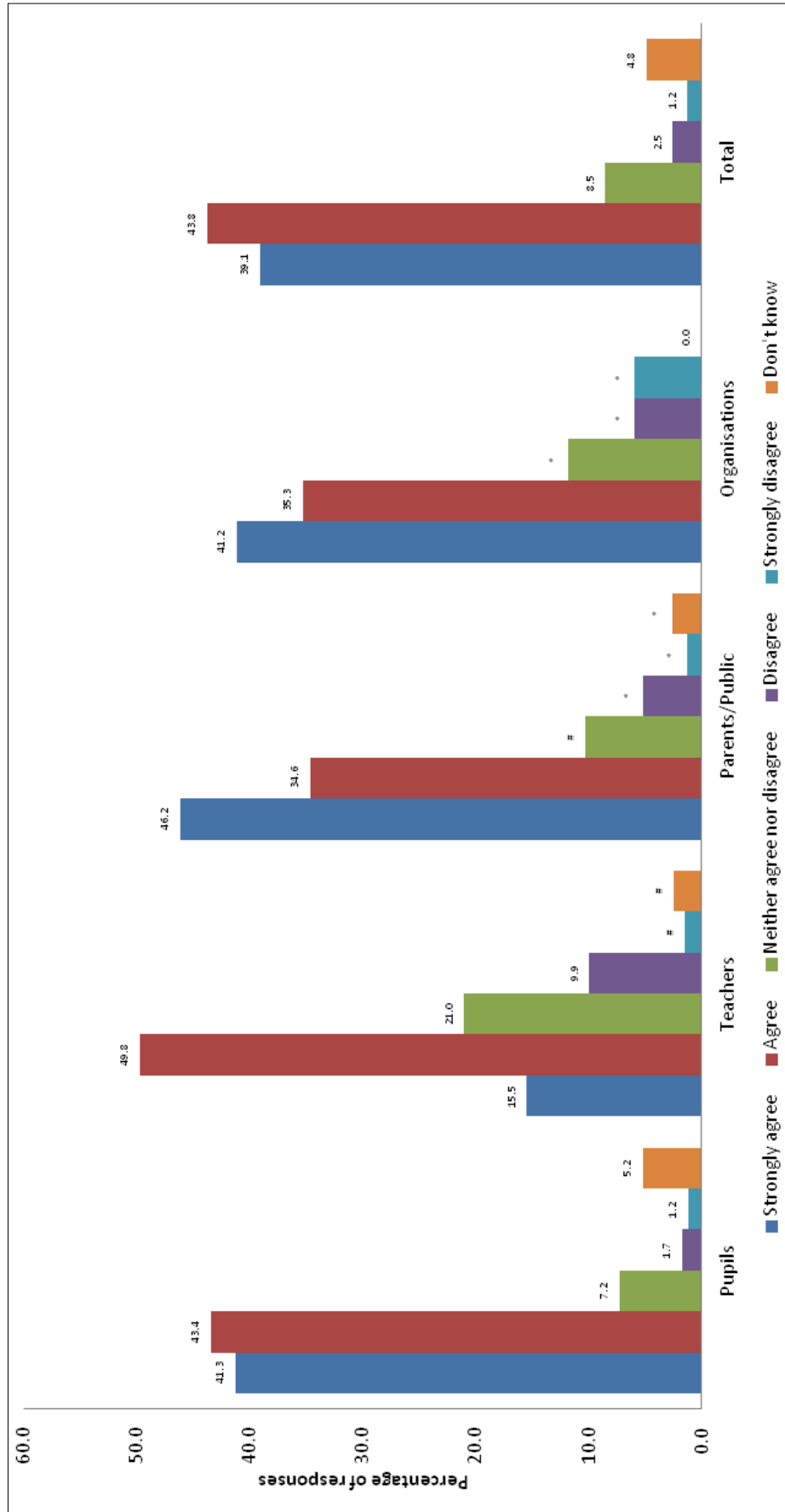


Table 68 Answer Profile to Question 13 by category of respondents

Question 13	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	41.3	15.5	46.2	41.2	39.1
Agree	43.4	49.8	34.6	35.3	43.8
Neither agree nor disagree	7.2	21.0	#	*	8.5
Disagree	1.7	9.9	*	*	2.5
Strongly disagree	1.2	#	*	*	1.2
Don't know	5.2	#	*	0.0	4.8
Base	4196	414	78	34	4722

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

160. 65.3% of the 414 teacher respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 67 for a visual representation of all responses to this question by teachers, governors and school staff.
161. 76.5% of the 34 organisation respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 67 for a visual representation of all responses to this question by organisations.
162. 84.7% of the 4,196 pupil respondents either agreed or strongly agreed with this proposal. 2.9% either disagreed or strongly disagreed. 12.4% neither agreed or disagreed or didn't know.
163. 80.8% of the 78 Parents/Public respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred

to Table 67 for a visual representation of all responses to this question by parents, guardians and members of the public.

Question 14: DE to provide best model practice and templates to schools

164. Full Questionnaire

To what extent do you agree or disagree that the Department should include best practice models and templates in the guidance provided to schools?

165. This question was only asked in the full version of the questionnaire and not in the young person's version. Some pupils completed the full version of the questionnaire and their results will be analysed below although percentage figures in relation to pupil responses will only be the percentage of those pupils who responded to the question asked and not the percentage of total pupils who responded to the consultation generally.

166. Tables 69 and 70 below show 87.7% of 674 respondents either agreed or strongly agreed with this proposal. 1.2% either disagreed or strongly disagreed. 11.1% neither agreed or disagreed or didn't know.

Table 69 Answer Percentages to Question 14 by all respondents

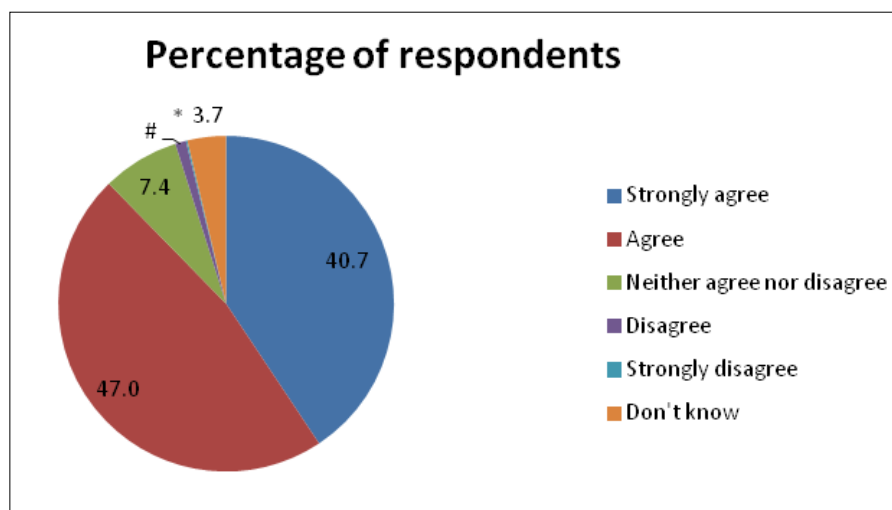


Table 70 Answer Profile to Question 14 by all respondents

Question 14	Number of respondents	Percentage of respondents
Strongly agree	274	40.7
Agree	317	47.0
Neither agree nor disagree	50	7.4
Disagree	#	#
Strongly disagree	*	*
Don't know	25	3.7
Total	674	100.0

167. Tables 71 and 72 below show the breakdown of answers to question 14 broken down into category of respondents.

Table 71 Answer Profile to Question 14 by category of respondents

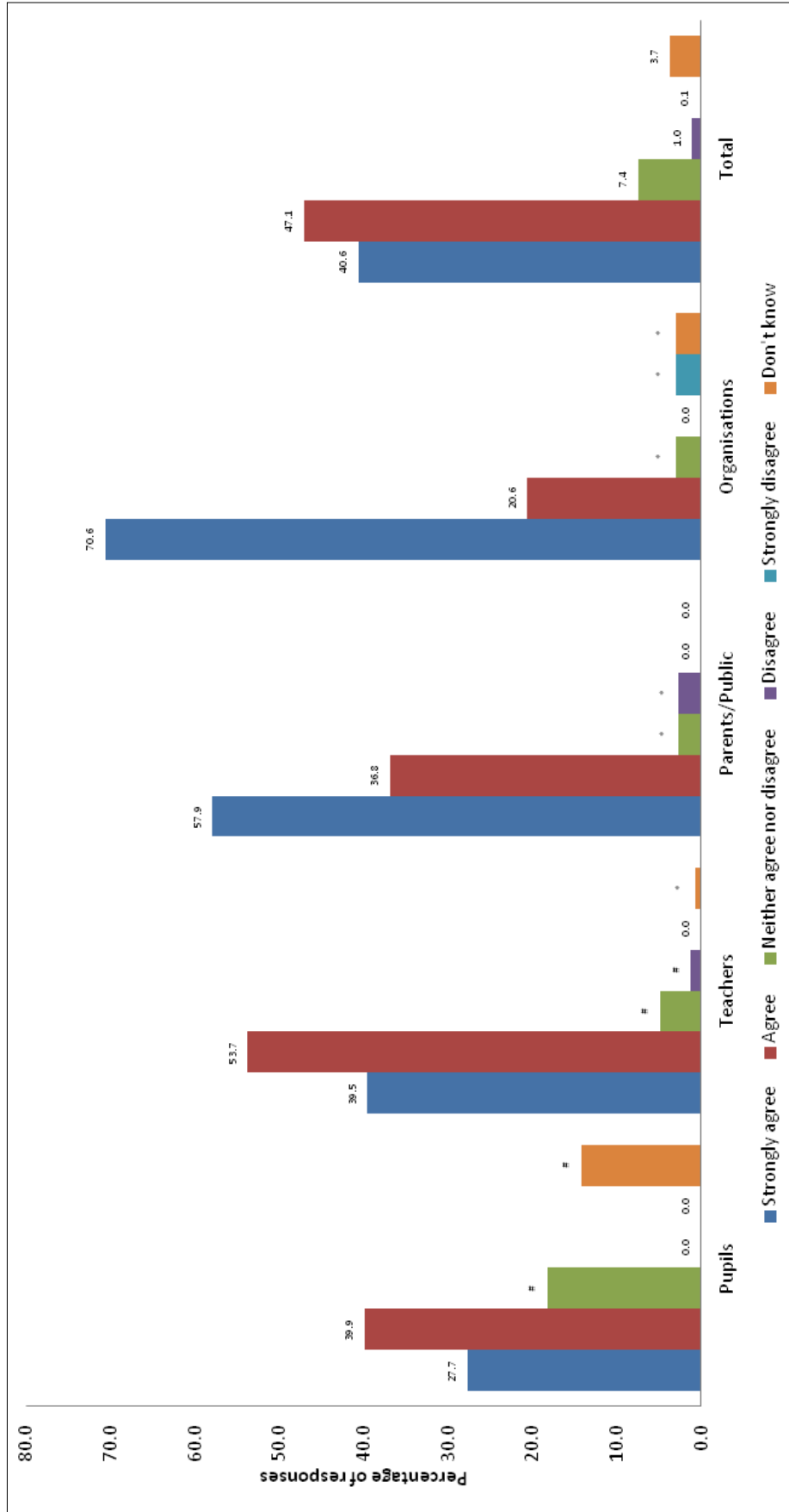


Table 72 Answer Profile to Question 14 by category of respondents

Question 14	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	27.7	39.5	57.9	70.6	40.6
Agree	39.9	53.7	36.8	20.6	47.1
Neither agree nor disagree	#	#	*	*	7.4
Disagree	0.0	#	*	0.0	1.0
Strongly disagree	0.0	0.0	0.0	*	0.1
Don't know	#	*	0.0	*	3.7
Base	148	415	76	34	673

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

168. 93.2% of the 415 teacher respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 71 for a visual representation of all responses to this question by teachers, governors and school staff.
169. 91.2% of the 34 Organisation respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 71 for a visual representation of all responses to this question by organisations.
170. 67.6% of the 148 pupil respondents either agreed or strongly agreed with this proposal. 0% either disagreed or strongly disagreed. 32.4% neither agreed or disagreed or didn't know.
171. 94.7% of the 76 Parents/Public respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred

to Table 71 for a visual representation of all responses to this question by parents, guardians and members of the public.

Question 15: Separate discipline and anti-bullying policies

172. Full Questionnaire

To what extent do you agree that schools should have a separate Discipline and Anti-Bullying Policy?

173. This question was only asked in the full version of the questionnaire and not in the young person's version. Some pupils completed the full version of the questionnaire and their results will be analysed below although percentage figures in relation to pupil responses will only be the percentage of those pupils who responded to the question asked and not the percentage of total pupils who responded to the consultation generally.

174. Tables 73 and 74 below show 77.1% of 674 respondents either agreed or strongly agreed with this proposal. 9.7% either disagreed or strongly disagreed. 13.2% neither agreed or disagreed or didn't know.

Table 73 Answer Profile to Question 15 by all respondents

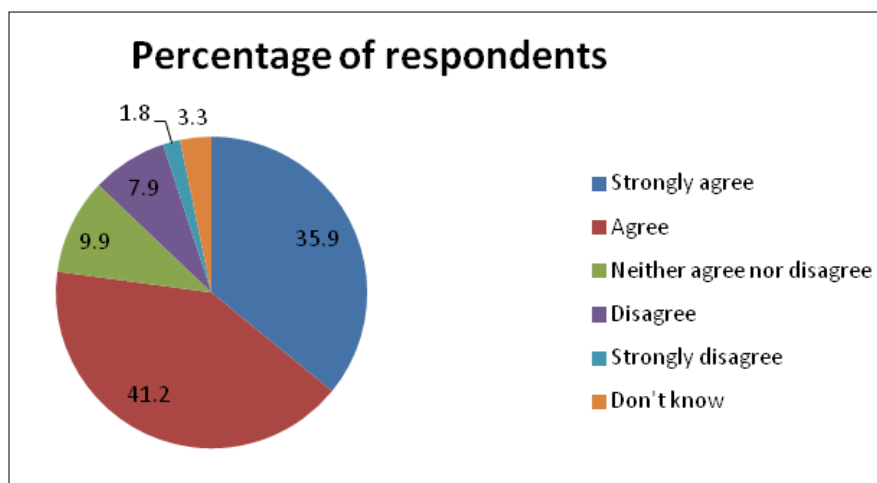


Table 74 Answer Profile to Question 15 by all respondents

Question 15	Number of respondents	Percentage of respondents
Strongly agree	242	35.9
Agree	278	41.2
Neither agree nor disagree	67	9.9
Disagree	53	7.9
Strongly disagree	12	1.8
Don't know	22	3.3
Total	674	100.0

175. Tables 75 and 76 below show the breakdown of answers to question 15 broken down into category of respondents.

Table 75 Answer Profile to Question 15 by category of respondents

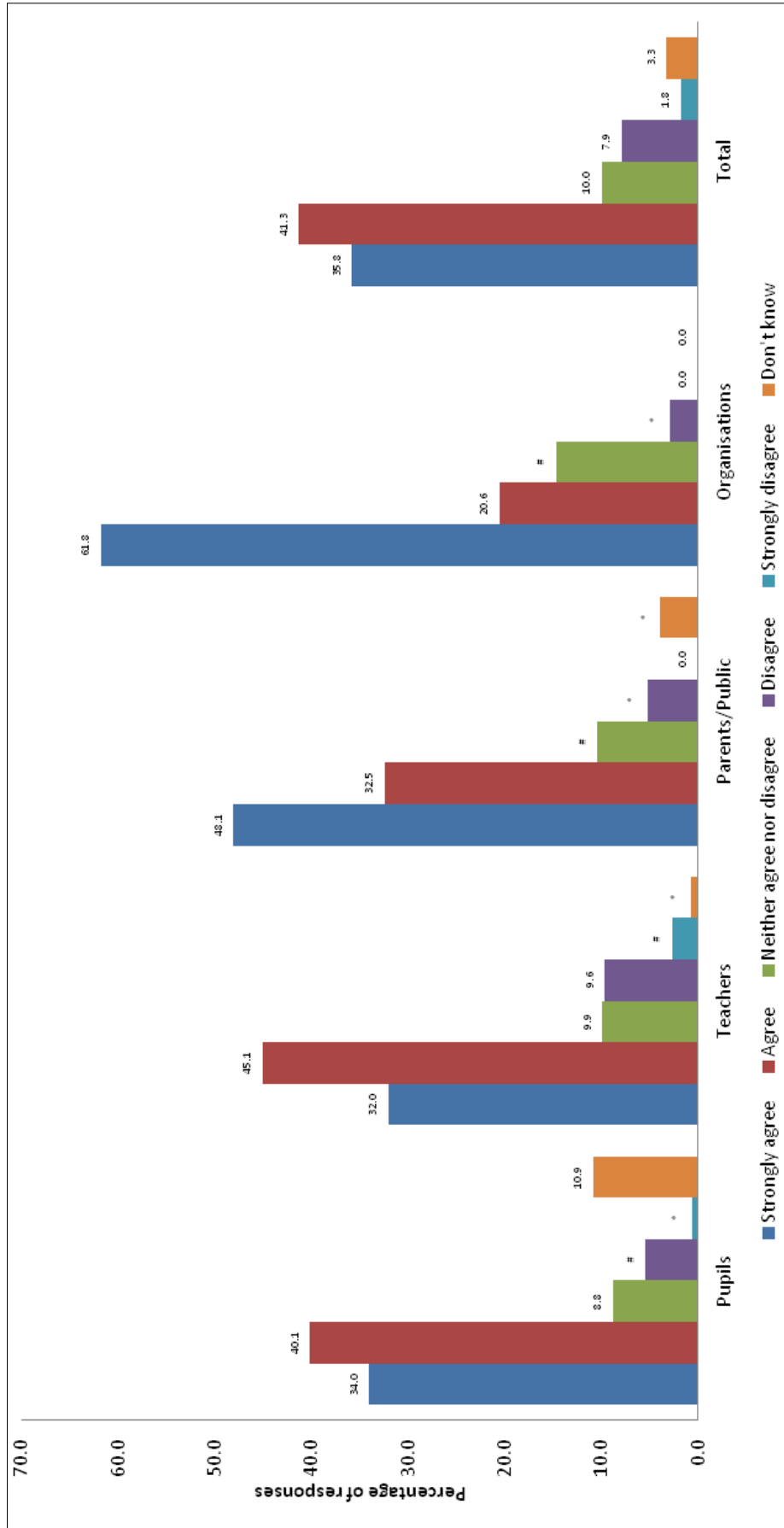


Table 76 Answer Profile to Question 15 by category of respondents

Question 15	Percentage of responses				
	Pupils	Teachers	Parents/Public	Organisations	Total
Strongly agree	34.0	32.0	48.1	61.8	35.8
Agree	40.1	45.1	32.5	20.6	41.3
Neither agree nor disagree	8.8	9.9	#	#	10.0
Disagree	#	9.6	*	*	7.9
Strongly disagree	*	#	0.0	0.0	1.8
Don't know	10.9	*	*	0.0	3.3
Base	147	415	77	34	673

* refers to figures less than 5, and percentages based on numbers less than 5.

refers to figures and percentages which have been suppressed to prevent the disclosure of small numbers elsewhere.

176. 77.1% of the 415 teacher respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 75 for a visual representation of all responses to this question by teachers, governors and school staff.
177. 82.4% of the 34 Organisation respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred to Table 75 for a visual representation of all responses to this question by organisations.
178. 74.1% of the 147 pupil respondents either agreed or strongly agreed with this proposal. 6.2% either disagreed or strongly disagreed. 19.7% neither agreed or disagreed or didn't know.
179. 80.6% of the 77 Parents/Public respondents either agreed or strongly agreed with this proposal. Due to the code of practice and DE's policy regarding the suppression of figures and percentages of less than 5, and other figures which would lead to the disclosure of figures of less than 5, the reader is referred

to Table 75 for a visual representation of all responses to this question by parents, guardians and members of the public.

Question 16: Section 75 impact of policy

180. Full Questionnaire

Are there any particular groups/individuals that you believe are likely to be affected by these proposals; religious belief; political opinion; racial group; age; marital status; sexual orientation; gender; disability; dependants?

181. This question was only asked in the full version of the questionnaire and not in the young person's version. Some pupils completed the full version of the questionnaire and their results will be analysed below although percentage figures in relation to pupil responses will only be the percentage of those pupils who responded to the question asked and not the percentage of total pupils who responded to the consultation generally.

182. It was evident from the comments and wide variations in responses to this question that many respondents were unsure, despite the information provided in the consultation document itself, what is meant by Section 75, the legal duties to promote equality and good relations which it imposes on Government and what the recognised Section 75 categories are.

183. Accordingly, the Department will consider these views but will not place a high weight on the responses given to this question.

Table 77 Responses to Question 16

Category	No. of responses	YES	%	NO	%
Religious Belief	643	329	51.17	314	48.83
Political Opinion	637	271	42.54	366	57.46
Racial Group	647	353	54.56	294	45.44
Different Age	640	239	37.34	401	63.13
Marital Status	637	204	32.03	433	67.98
Sexual orientation	641	337	52.57	304	47.43
Gender	637	229	35.95	408	64.05
Disability	642	326	50.78	316	49.22
Dependents	636	223	35.06	413	64.94

Section 6:

Next steps to be taken by the Department

184. At the Minister's request, officials in DE have undertaken a review of the policy in light of the responses received. While this report cannot possibly capture all of the suggestions and comments provided during the consultation, all of the views, comments and recommendations have been considered as part of the ongoing policy development.
185. From the responses received, it was clear that most respondents to the consultation 77.3% of 4,739 agreed with the need for- and the potential benefits of- an agreed definition of 'bullying'.
186. From the written comments provided to the consultation, it was evident that no agreement was reached on the exact content of a definition of bullying although there was consensus that a common legislative definition was essential. The Minister will request that experts within the Office of Legislative Counsel and Departmental Solicitors Office consider a definition suitable for the purpose of legislation, using the definition proposed by DE as the template for a final definition.
187. The Minister has asked that this definition is sufficiently robust, flexible and 'future proof' to be fit for purpose. In addition to this, the Minister has accepted the responses from all categories of respondents that DE will provide detailed guidance supporting the definition and the steps to be taken by schools and governors when dealing with allegations of bullying, the powers and responsibilities of schools and governors, and the rights of pupils and parents involved. This guidance will be tailored for pupils, parents and school staff to ensure that all stakeholders are able to understand and benefit from the guidance offered.
188. The majority of respondents, 84.5% of 4,740 respondents, agreed with the need for central recording by schools of incidents and the motivating factors of bullying. These responses were mirrored by those respondents making written comments in response to the consultation. The views of respondents will be reflected in the supporting guidance to schools and the adaption of the software for the purpose of recording.

189. The Minister has agreed that this proposal will be included in the proposed legislation and DE officials will liaise with key stakeholders active in the area of bullying and the educational professionals who will be using the system as well as representations from C2k to adapt the software to ensure that it is suitable and will assist in the reduction of bureaucracy within schools.
190. 82.9% of 4,723 respondents to the consultation agreed with the proposal that one or more governors in each school's board of governors would be designated with responsibility for the school's anti-bullying policies and practices.
191. The views expressed in the written comments regarding this proposal have been considered and it is intended that guidance will be provided to schools and members of the boards regarding this proposal and what is considered to be best practice.
192. The Minister is aware that the constitution of each board of Governors varies between schools and has therefore agreed that each Board should have the flexibility to designate the Governor most appropriate to their constitution and membership.
193. The Minister has been encouraged by the number of responses to the consultation, and in particular the significant number of pupils who chose to respond to the policy consultation, and the positive feedback to the three policy proposals.
194. The Minister is grateful to all who have contributed to the shaping of the policy proposals, by taking the time and effort to consider the proposals and share their views. Consultation responses have been fully considered by the Minister in shaping the final policy proposals.
195. The Minister has concluded that he will seek Executive agreement to drafting a Bill on the finalised policy proposals which he intends to introduce to the Assembly within the present mandate.

ANNEX A

List of Questions contained in the Addressing Bullying in Schools Consultation Questionnaire and Corresponding Young person's version questions underlined

Q1: To what extent do you agree or disagree with the proposal to define 'bullying' in legislation as;

"Bullying is the repeated and intentional use of physical, verbal, electronic, written or psychological acts or omissions, or any combination thereof, by one or more pupils against another pupil or group of pupils with the intention of causing hurt, harm, fear, distress or adversely affecting the rights or needs of that pupil or group of pupils"?

Do you agree that what is meant by 'bullying' should be explained by law?

Q2: To what extent do you believe that 'bullying' should not be legally defined but retain its dictionary definition contained within the Shorter Oxford Dictionary as meaning- "using superior strength or influence to intimidate a person to force them to do something"?

Q3: To what extent do you agree or disagree with the proposal that the Department should issue schools with guidance to supplement any legal definition of bullying?

Q4: To what extent do you agree or disagree with the proposal to include a reference to Section 75 groups in a schedule to the legislation?

Q5: To what extent do you agree or disagree that bullying behaviour is repetitive and therefore a single incident between pupils should be regarded as a breach of discipline and not as bullying unless repeated?

Do you agree that hurtful or unhelpful behaviour only becomes bullying when it happens more than once?

Q6: To what extent do you agree or disagree with the proposal that legislation should only apply to interaction between pupils and not include teachers and staff?

Do you agree that bullying happens between pupils and does not include staff or teachers in how they treat, or are treated by, pupils?

- Q7: To what extent do you agree or disagree with the proposal that the Department should issue schools with greater guidance regarding the core content which should be included in their anti-bullying policy?
- Q8: To what extent do you agree or disagree with the proposal that schools should be required to record the motivation, response and outcomes of all bullying incidents inside schools?

Do you agree that schools should keep a record of how the bullying happened, why it happened and how it was resolved?

- Q9: To what extent do you agree or disagree with the proposal that all schools should use a common IT system to collect data on bullying incidents?
- Q10: To what extent do you agree that uniform recording of incidents of bullying, their motivating factors and the actions taken will be beneficial to schools in monitoring the success of their anti-bullying policies and processes?

Do you agree that the recording of bullying details by schools could help schools reduce bullying in the future?

- Q11: To what extent do you agree that uniform recording of incidents of bullying, their motivating factors and the actions taken by schools will help the Department and new Education Authority to monitor the overall scale and nature of bullying in schools more effectively?
- Q12: Do you agree that schools should be responsible for disciplining of pupils who engage in incidents of 'Cyber bullying' in the following circumstances; When it occurs during school hours; When it occurs using school equipment; When it occurs on school property; In all instances between pupils occurring during term time (even outside school hours)?

Do you agree that schools should be able to stop bullying online: when it happens during school hours; when it happens using school equipment; when it happens in school; at any time except during school holidays?

Q13: To what extent do you agree or disagree with the proposal that Boards of Governors should appoint one or more Governors to have responsibility for school bullying policies and their implementation?

Do you agree that a school's Board of Governors should have one or more members responsible for helping to stop bullying?

Q14: To what extent do you agree or disagree that the Department should include best practice models and templates in the guidance provided to schools?

Q15: To what extent do you agree that schools should have a separate Discipline and Anti-Bullying Policy?

Q16: Section 75 impact- Are there any particular groups/individuals that you believe are likely to be affected by these proposals?

Q17: Overall-Any other comments?

Overall - Any other comments?

ANNEX B

Member Organisations of NIABF

Action for Children

Barnardo's Northern Ireland

Belfast Education and Library Board

BELONG

Gay and Lesbian Youth NI

Community Relations in Schools

Department of Education

Early Years

Fostering Network

Southern Education and Library Board

Mencap

NASUWT

National Children's Bureau

National Deaf Children's Society

North Eastern Education and Library Board

NI Council for Ethnic Minorities

NI Council for Integrated Education

NSPCC

Parenting NI

The Rainbow Project

Save the Children

South Eastern Education and Library Board

UCET/Stranmillis University College

Western Education and Library Board

NI Commissioner for Children and Young People (NICCY) is an observer of NIABF

ANNEX C**List of responses by pupils, staff or Governors who chose to identify themselves as belonging to a particular school**

1. Academy P/S, Saintfield
2. Antrim Grammar, Antrim
3. Ashfield Boys' H/S, Belfast
4. Ashfield Girls' H/S, Belfast
5. Abbey Christian Brothers Grammar, Newry
6. Assumption Grammar, Ballynahinch
7. Ballycastle H/S, Ballycastle
8. Ballyclare High School, Ballyclare
9. Ballyclare Secondary, Ballyclare
10. Ballycraigy P/S, Antrim
11. Ballymena Academy, Ballymena
12. Ballymena P/S, Ballymena
13. Ballymoney H/S, Ballymoney
14. Ballyoran P/S, Craigavon
15. Ballysally P/S, Coleraine
16. Ballywalter P/S, Ballywalter
17. Banbridge Academy, Banbridge
18. Banbridge H/S, Banbridge
19. Beechlawn Special School, Hillsborough
20. Belfast High School, Belfast
21. Belfast Model School for Girls, Belfast
22. Bloomfield Collegiate, Belfast
23. Botanic P/S, Belfast
24. Bridge IPS, Banbridge
25. Broadbridge P/S, Derry

26. Cambridge House Grammar School, Ballymena
27. Carrick P/S, Lurgan
28. Carrick P/S, Warrenpoint
29. Carrickfergus College, Carrickfergus
30. Carrickfergus Grammar, Carrickfergus
31. Carrickfergus Model P/S, Carrickfergus
32. Carrs Glen P/S, Belfast
33. City Of Armagh H/S, Armagh
34. Clifton Special School, Bangor
35. Clounagh Junior High School, Portadown
36. Coláiste Feirste, Belfast
37. Comber H/S, Newtownards
38. Cookstown H/S, Cookstown
39. Cookstown P/S, Cookstown
40. Crawfordsburn P/S, Bangor
41. Crumlin Integrated College, Crumlin
42. Culrow P/S, Coleraine
43. Dalriada School, Ballymoney
44. Dominican College, Belfast
45. Dominican College, Portstewart
46. Down H/S, Downpatrick
47. Dromara P/S, Dromara
48. Drumahoe P/S, Derry
49. Drumcree College, Portadown
50. Drumglass H/S, Dungannon
51. Drumragh Integrated College, Omagh
52. Dunclug College, Ballymena
53. Dungannon P/S, Dungannon
54. Dundonald H/S, Belfast
55. Dunseverick P/S, Antrim

56. Eglinton P/S, Derry
57. Evish P/S, Strabane
58. Finaghy P/S, Belfast
59. Foyle College, Derry
60. Friends School, Lisburn
61. Gaelscoil Lein am Mhadaidh, Limavady
62. Gaelscoil Ui Dhochartaigh, Strabane
63. Glastry College, Newtownards
64. Glendermott P/S, Derry
65. Glenola Collegiate, Bangor
66. Gortin P/S, Omagh
67. Grosvenor Grammar School, Belfast
68. Harding Memorial P/S, Belfast
69. Hart memorial P/S, Portadown
70. Hollybrush P/S, Derry
71. Holy Cross College, Strabane
72. Holy Family P/S, Derry
73. Holy Trinity College, Cookstown
74. Hunterhouse College, Belfast
75. Integrated College, Dungannon
76. John Paul II P/S, Belfast
77. Killowen P/S, Coleraine
78. Kings Park P/S, Lurgan
79. King's Park P/S, Newtownabbey
80. Knockahollet P/S, Ballymena
81. Knockloughrim P/S, Magherafelt
82. Lack P/S, Enniskillen
83. Landhead P/S, Ballymoney
84. Larne Grammar School, Larne
85. Leadhill P/S, Belfast

86. Limavady H/S, Limavady
87. Limavady Grammar School, Limavady
88. Lisbellaw P/S, Enniskillen
89. Lismore Comprehensive, Craigavon
90. Lisneal College, Derry
91. Lissan P/S, Cookstown
92. Little Flower, Belfast
93. Loreto Convent Grammar
94. Loughash P/S, Strabane
95. Lumen Christi College, Derry
96. Lurgan College, Craigavon
97. Lurgan Junior H/S, Lurgan
98. Markethill H/S, Armagh
99. Mercy P/S, Belfast
100. Methodist College, Belfast
101. Mitchell House Special School, Belfast
102. Monkstown Community School, Newtownabbey
103. Mount Lourdes Grammar School, Enniskillen
104. Mount St Catherines P/S, Armagh
105. Mullaglass P/S, Newry
106. Newbridge Integrated College, Banbridge
107. Newry H/S, Newry
108. Olderfleet P/S, Larne
109. Omagh Academy, Omagh
110. Omagh H/S, Omagh
111. Our Lady and St Patrick's College, Knock, Belfast
112. Our Lady's Grammar School, Newry
113. Portadown College, Portadown
114. Poyntzpass P/S, Newry
115. Presentation P/S, Craigavon

116. Primate Dixon P/S, Coalisland
117. Priory Integrated College, Holywood
118. Rainey Endowed School, Magherafelt
119. Rathcoole P/S, Newtownabbey
120. Rathmore Grammar, Belfast
121. Rathore School, Newry
122. Recarson P/S, Omagh
123. Rossmar School, Limavady
124. Royal Belfast Academical Institution, Belfast
125. Sacred Heart Grammar School, Newry
126. Saintfield H/S, Saintfield
127. Saints and Scholars IPS, Armagh
128. Shimna Integrated College, Newcastle
129. Sperrin Integrated College, Magherafelt
130. Strabane Controlled P/S, Strabane
131. Straidbilly P/S, Ballymoney
132. St Benedict's College, Randalstown
133. St Bernard's P/S, Newtownabbey
134. St Brendan's P/S, Craigavon
135. St Bride's P/S, Belfast
136. St Brigids H/S Armagh
137. St Clare's Abbey P/S, Newry
138. St Colmans, Ballynahinch
139. St Colman's College, Newry
140. St Colmcille's P/S, Claudy
141. St Columb's College, Derry
142. St Columbanus' College, Bangor
143. St Dominic's College, Belfast
144. St Eugene's P/S, Derry
145. St Finlough's P/S, Ballykelly

146. St Francis P/S, Aghaderg
147. St Gerards School, Belfast
148. St Genevive's H/S, Belfast
149. St John's P/S, Derry
150. St Joseph's P/S, Lisburn
151. St Joesph's College, Derry
152. St Joseph's College, Belfast
153. St Joseph's Convent P/S, Newry
154. St Killian's College, Ballymena
155. St Louis Grammar School, Newry
156. St Louise's College, Belfast
157. St Malachy's College, Belfast
158. St Malachy's High School, Castlewellan
159. St Malachy's P/S, Camlough
160. St Malachy's P/S, Coleraine
161. St Mark's High School, Warrenpoint
162. St Mary's, Limavady
163. St Mary's Grammar, Magherafelt
164. St Mary's CBGS, Belfast
165. St Mary's P/S, Dunamore, Cookstown
166. St Mary's P/S, Stewartstown
167. St Mary's P/S, Maghera
168. St Mary's P/S, Magherafelt
169. St Mary's P/S, Newtownbutler
170. St Mary's H/S, Ardglass
171. St Mary's College, Derry
172. St Patrick's and St Brigid's P/S, Ballycastle
173. St Patrick's Academy, Dungannon
174. St Patrick's Grammar, Downpatrick
175. St Patrick's P/S, Aghagallon

176. St Patrick's P/S, Maghera
177. St Patrick's P/S, Newry
178. St Patrick's College, Dungiven
179. St Patrick's College, Dungannon
180. St Patrick's P/S, Legamaddy, Downpatrick
181. St Paul's H/S, Bessbrook, Newry
182. St Peter's P/S
183. St Peter's P/S Newry
184. St Peter's and St Paul's P/S, Foreglen
185. St Roses Dominican College, Belfast
186. St Therese of Lisieux, Belfast
187. St Theresa's P/S, Lurgan
188. St Teresa's P/S, Omagh
189. Strabane Academy, Strabane
190. Strathearn Grammar School, Belfast
191. Sullivan Upper School, Holywood
192. Tandragee Junior High, Tandragee
193. Tempo P/S, Enniskillen
194. The Irish Society P/S, Coleraine
195. The Royal School, Armagh
196. The Royal School, Dungannon
197. Thornhill College, Derry
198. Tildarg Primary School, Ballyclare
199. Tonagh P/S, Lisburn
200. Ulidia Integrated College, Carrickfergus
201. Wallace High School, Lisburn
202. Wellington College, Belfast
203. West Winds P/S, Newtownards

Annex D

List of responses by Organisations choosing to identify themselves as respondents

1. Antrim Borough Council
2. Association of School and College Leaders
3. Association of Teachers and Lecturers
4. Attorney General for Northern Ireland
5. Barnardos NI
6. BELONG NI/ Step NI
7. CCEA
8. Changing faces
9. Children's Law Centre
10. Chinese Community Association- Wah Hep
11. Clan Mor Sure Start
12. Community Restorative Justice Ireland
13. Consultation Institute
14. Council for Catholic Maintained Schools
15. Disability Action
16. Early Years
17. Equality Commission for Northern Ireland
18. Institute for Conflict Research
19. Integrated Education Fund
20. MENCAP
21. NAHT (NI)
22. National Association for Special Educational Needs (NI)
23. National Children's Bureau NI
24. Newtownabbey Educational Guidance Centre
25. NEXUS NI
26. Northern Ireland Anti Bullying Forum members

27. Northern Ireland Human Rights Commission
28. NIACRO
29. NICCY
30. NI Council for Ethnic Minorities
31. NI Youth Forum
32. North Eastern Education and Library Board
33. NSPCC
34. OPT Online
35. Police Service of Northern Ireland
36. Portadown Technical College (Pupils)
37. Public Health Agency
38. Restorative Justice Forum
39. Saint Mary's University College, Belfast
40. South Eastern Education and Library Board
41. South Tyrone Empowerment Programme
42. Southern Education and Library Board
43. Southern Regional College, Newry (Pupils)
44. Stranmillis University College
45. Tereze Ltd
46. The Rainbow Project
47. Ulster Teachers Union
48. Ulster Unionist Party
49. VOYPIC
50. Western Education and Library Board
51. Women's Forum Northern Ireland

ADDRESSING
BULLYING
IN SCHOOLS

Summary Report of Responses

Department of Education
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