

# respectme Annual Conference

In partnership with LGBT Youth  
Scotland and Who Cares?  
Scotland

## Conference report 2011



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## Introduction

respectme's fifth national conference was held at the Crowne Plaza Hotel in Glasgow on Tuesday 15<sup>th</sup> November 2011, during National Anti-bullying Week. This conference was hosted in partnership with LGBT Youth Scotland and Who Cares? Scotland. It examined the crucial role that adults play when it comes to bullying behaviour and through this partnership approach, there was a focus on responses to prejudice based bullying.

Key speakers set the scene for the day and put the conference theme into context before delegates. The conference was attended by over 170 delegates - including facilitators - who represented a number of different sectors; including education, public sector organisations, voluntary sector organisations and youth workers. These delegates had the opportunity to share their experiences and express their views in a series of workshops.

Central to the day was participation and input of children and young people in attendance. They played an active role throughout the day, including the delivery of workshops and from sharing their personal experiences.

Young people from LGBT Youth Scotland shared their stories through their '*It Gets Better*' Youtube video campaign and spoke about what this campaign means to them. They highlighted the unprecedented suicide and attempted suicide rates of young LGBT people across the world and promoted their message that '*It Gets Better*', which clearly had an impact on delegates.

Workers and young people from Who Cares? Scotland spoke about stigma and some experiences of looked after children and young people. Their innovative presentation explored and challenged assumptions and stereotypes often placed on looked after children and young people. Children and young people discussed their stories of experiencing stigma and shared their aspirations for their future through their '*Give Me A Chance – be fair to a child in care*' campaign video.

Young people who are part of LGBT Youth Scotland's Speak Out, Stamp Out: Challenging Homophobia Together Schools Project led a debating session in the afternoon of the Conference. This debating session was very thought provoking, exploring themes of homophobia and its manifestations and presenting debating questions to delegates. This gave delegates the opportunity to express and debate views on a number of homophobic bullying behaviour issues.

We were fortunate to have Billy Watson, Chief Executive of SAMH, chair the presentation sessions and provided a bit of background on the management partnership of respectme, from LGBT Youth Scotland and SAMH. Billy also introduced the key note speakers throughout the day and in the afternoon he summed up the day's key themes before calling the conference to a close.

This report provides an overview of the main discussion points and the key themes and the issues, which arose from the different workshops held throughout the day.

## Setting the scene

We were delighted to be joined by a host of key speakers at respectme's fifth annual conference; including Brian Donnelly, Director of respectme, and Fergus McMillan, Chief Executive of LGBT Youth Scotland.

### Brian Donnelly, Director, respectme

Brian began by stating that this year's conference is a bit different from previous years, he was '*...delighted that it is being delivered in partnership with Who Cares? Scotland and LGBT Youth Scotland*'. He then explained that this partnership is to demonstrate that work with children and young people can be properly joined up and that so much learning can take place through these types of partnerships.

Brian continued by reflecting on the activities respectme has undertaken over the last two years, including the findings of the two year external evaluation of respectme; which has been produced as a report *Making a Real Difference*. He also discussed the work of respectme, including; delivering campaigns, co-ordinating Anti-Bullying Week activities and, in particular, the exceptional demand for training and policy development with a number of organisations across Scotland. Brian explained that respectme's work has been highly supported by Dr Alasdair Allan MSP for Learning and Skills. He highlighted that anti-bullying work shouldn't only be the responsibility '*of us tasked with it, but with everyone across the country who works with or looks after children and young people...*'. Brian also thanked the remarkable anti-bullying work being undertaken by Local Champions.

Brian went on to reiterate the importance of consulting with children and young people and touched on the valuable feedback respectme has received in the past 12 months, which has informed its campaigns and supporting materials; including respectme's recent cyberbullying survey, which received an overwhelming 3,944 responses.

Brian finished by highlighting respectme's current '*She's still going somewhere...*' awareness raising and cyberbullying campaign and discussing future aspirations and work for the organisation.

### Fergus McMillan, Chief Executive, LGBT Youth Scotland

Fergus McMillan discussed some of the work LGBT Youth Scotland is currently undertaking to prevent and challenge homophobic bullying in schools across Scotland. Fergus strongly welcomed the leadership and participation of young people involved with the conference, saying:

*'We are very pleased to see young people taking part in the conference today, by leading some of the sessions and talking on stage. After all,*

*they are the best judge of the services we provide and how things are to be young in Scotland today'.*

Fergus discussed the current world-wide '*It Gets Better*' Youtube video campaign and contextualised the background of this. He then introduced the work LGBT Youth Scotland have been doing around the '*It Gets Better*' campaign and also praised Alex Salmond, First Minister for Scotland, for his Youtube contribution to the campaign; Fergus closed by introducing a showing of this campaign video.

## Young people at the heart of the day

Children and young people are imperative for informing much of the work that *respectme* does with adults, so their presence and contribution was central to the conference.

### It Gets Better

We were delighted to be joined by three young people from LGBT Youth Scotland, who are also members of the LGBT National Youth Council (NYC). These young people shared their personal accounts of what the *'It Gets Better'* campaign videos mean to them. They then exhibited LGBT Youth Scotland's emotional and moving young people's contribution to the *'It Gets Better'* Youtube video campaign.

Laura McLachlan, LGBT NYC Member for Glasgow, started the young people's personal accounts and spoke in detail about her experiences of homophobic bullying in school and how these campaign videos give her hope for the future for LGBT young people. Laura spoke specifically about Ellen DeGeneres's contribution to the campaign:

*'One life lost in this senseless way is tragic, four lives lost is a crisis'*  
(Ellen DeGeneres)

Laura spoke about how this *'...quote stuck in my head. No-one should choose death over life...'* and how Ellen's words encouraged her to get involved with raising awareness to the *'It Gets Better'* campaign.

Bex Strachan, LGBT NYC Member for Aberdeen, then shared her recollections of feeling *'out of place'* in school and how she felt that she *'never fitted in'* at school and how other pupils referred to her as a *'freak'*. This emotional speech was then preceded by her presenting her favourite *'It Gets Better'* video, which is Harry Potter themed. Bex explained bullying behaviour being like Dementors in the Harry Potter series:

*'...creatures that suck the happiness and hope from their victims'*.

Bex then compares herself with Harry Potter, stating that; *'...once you take away the magic, and prophecies, and war: it was about a boy who was different and didn't know why'*. Bex then explained how envious she was of Harry Potter, who was *'transported to a wondrous place where he fitted in'*. She progressed by sharing that for her a poster about her local LGBT Youth group was like her *'Hogwarts letter'* and explains her experiences with LGBT Youth Scotland as her *'wondrous place'* where *'...life doesn't just get better, it gets incredible'*. Bex concluded by conveying that this campaign will help lots of LGBT young people who are experiencing homophobic bullying behaviour and that this Harry Potter campaign video is ideal for young people as *'...who doesn't want a bit of magic in their life?'*

The final personal *'It Gets Better'* account was presented by Sian Hughes, LGBT NYC Member for North Ayrshire. Sian spoke to delegates about her favourite campaign video, which was produced by Kermit the Frog. For her:

*'Kermit's video is real and sends out the right message. This video really hit me and I got so much from my favourite puppet.'*

For Sian, she really connected to Kermit's message that *'it doesn't matter, what you are or who you are, it can be hard'* and that *'Your not alone'*. Sian brought humour to her concluding statements before introducing LGBT Youth Scotland's young people's contribution to the *'It Gets Better'* Youtube video campaign; she closed by saying *'It Gets Better and I am a Frog'* just like Kermit.

### **Give Me a Chance – Be Fair to a Child in Care**

Grant Gilroy, National Resources Manager, Who Cares? Scotland opened this session by discussing developmental initiatives that Who Cares? Scotland has used to raise awareness, challenge assumptions and improve aspirations for children and young people in care.

Denny Ford, Corporate Parenting Officer, Who Cares? Scotland and Alex Horne, Care Leaver/Assistant Trainer, Who Cares? Scotland then followed with an interactive and stimulating presentation about experiences of looked after children and young people. This session challenged stereotypes and assumptions often labelled to looked after children and young people. This progressed with an interactive quiz; where questions were asked and delegates were given opportunity to consider *fact* or *fiction* statements.

Denny and Alex then exhibited Who Cares? Scotland's: *Give Me a Chance – Be Fair to a Child in Care* and *Anti Stigma* awareness raising campaign videos, which visibly had a heart-felt impact to many of the delegates at the conference.

Before concluding Denny and Alex presented some startling facts and figures about children and young people in care, including *'48% of Looked After Children will have a Mental Health issue'*. They then closed their presentation with a thought provoking statement: *'walk a mile in another person's moccasins before you criticise them'*.

### **Speak Out, Stamp Out: Challenging Homophobia Together Schools Project**

We were really grateful for LGBT Youth Scotland's Speak Out, Stamp Out: Challenging Homophobia Together Schools Project to lead a debating session in the afternoon segment of the conference. This Glasgow based peer-education group assist to develop and deliver anti-homophobic bullying work in schools across Glasgow. This group want to *Speak Out* and *Stamp Out* homophobia through the delivery of peer-education and through the development of their own interactive workshops and resources.

This debating session was interactive and innovative. It posed questions to delegates to consider around homophobia and its manifestations, delegates shared their views on a number of homophobic bullying behaviour issues and the session created dynamic discussion over the afternoon session.

The young people - Craig Cochrane, Greig McKay and Scott Gorman - worked hard chairing the debating session and conveying LGBT Youth Scotland's position in each of the debating questions; *respectme* were really pleased to have them on board to lead this session.

## Working and learning together

The conference was an opportunity for respectme, Who Cares? Scotland, LGBT Youth Scotland and our stakeholders to share ideas, opinions and examples of good practice. In order to facilitate this, a series of workshops were held covering: Youth Led Approaches to Anti-Bullying; Labelling – Is it ever helpful?; Homophobic Bullying and Prejudice-Based Bullying in Primary Schools; Cyberbullying... are you switched on?; Bullying... What Can I Do?; Reaching Higher (raising expectations – encouraging aspirations); Anti-Stigma Campaign (challenging assumptions and attitudes); Homophobic Bullying, Practical Steps and Approaches; Myth-Busting Bullying; LGBT Young People and Schools, their rights and our responsibilities under the Equality Act 2010.

The following pages provide an overview of these workshops.

### Youth Led Approaches to Anti-Bullying

**Workshop description:** This highly interactive workshop was delivered by Paul Traynor from LGBT Youth Scotland and young people from the LGBT National Youth Council. This workshop ran only in the morning session of the workshop options.

This session explored youth led approaches to anti-bullying work and offered helpful tips for including and supporting young people to lead anti-bullying work. Young people from the LGBT National Youth Council ran their *What's The Difference?* (Challenging homophobic, biphobic and transphobic bullying behaviours) campaign workshop with attendees. The workshop was also developed to raise awareness and provide tips to front youth-led approaches to address and challenge homophobia, biphobia and transphobia in school, at youth groups and in communities.

The LGBT National Youth Council also spoke about their current campaign resources - *What's The Difference?* and *A Pocket Guide to Hate Crime?* - and the youth led approaches employed to create these resources.

### Labelling – Is it ever helpful?

**Workshop description:** Malcolm MacMillan and Charlie Gracie from respectme, fronted this dynamic workshop which explored the impact of labelling on children and young people.

This workshop provided delegates with the opportunity to critically reflect on why children and young people are labelled by adults and peers and the positive and negative impact that this can have on their development. In order to achieve this goal, facilitators presented a safe space for participants

to personally explore and discuss their experiences of labelling children and young people.

This workshop was targeted to all adults who work with children and young people of all ages and for those who were interested and wanted to explore the impact of labelling children and young people in more detail. This workshop ran solely in the morning session of workshop options.

## Homophobic Bullying and Prejudice Based Bullying in Primary Schools

**Workshop description:** Cara Spence and Julie-Ann Karayilan from LGBT Youth Scotland delivered this engaging workshop, which focussed on homophobia and prejudice based bullying in primary schools. This session ran during the morning session of the workshop options.

This workshop offered attendees the chance to discuss and debate the challenges and benefits of early intervention to combat prejudice with children. In this workshop participants had the opportunity to pilot an exercise, which has been developed for pupils of primary school age.

This workshop also gave attendees the opportunity to explore resources and methods that have been developed for primary schools age children. Additionally this workshop provided tools and appropriate techniques to deal with and challenge homophobia and homophobic bullying in primary schools.

## Cyberbullying... are you switched on?

**Workshop description:** Christine Arjun and Pamela Finch from *respectme* headed this modern and progressive workshop, which posed attendees to question their own understandings of the cyber world and how to challenge cyber manifestations of bullying behaviour.

This workshop delivered a strong message that disconnecting is not a realistic answer to prevent cyberbullying in our current technology saturated society. It looked at the range of different ways that young people communicate with each other in the cyber world and how this affects how they develop relationships. It also looked at the affects that cyberbullying can have on children and young people and examined practical strategies which can be adopted with children and young people who are expressing or experiencing cyberbullying.

The workshop also created great discussion around cyberbullying and exhibited the highly exposed media coverage around the Youtube clip of Casey Heynes and Richard Gale. This alarming video not only created debate, but also highlighted how recordings can be put online and once these are online, individuals lose control over this material and its distribution. It

also highlighted that any incident can be recorded and then put online and it can have many consequences and repercussions for the children and young people involved. This dynamic workshop confronted participants to consider the internet and new media technology as another place that children and young people can go to and not a thing. This workshop was an optional choice for both the morning and afternoon sessions.

## Bullying... What Can I Do?

**Workshop description:** TJ Frame and Meggan Jameson from *respectme* led this practical workshop, which explored case studies and scenarios on an array of bullying behaviours and created discussion on best practice to resolving these types of situations and behaviours. *respectme* ran this workshop at both the morning and afternoon workshop sessions.

This workshop gave attendees the opportunity to examine case study scenarios on a variety of bullying behaviours. This workshop involved group discussion of the scenarios and practical and peer guidance on the best mechanisms to utilise to prevent and resolve these situations.

It also gave workshop participants the opportunity to reflect and consider the affects and potential outcomes for everyone involved in each of these case studies.

## Reaching Higher (raising expectations – encouraging aspirations)

**Workshop description:** Cheryl-Ann Cruickshank and Shannon from Who Cares? Scotland delivered this information session about the experiences of looked after children and young people and how their work aims to raise expectations for these children and young people.

Who Cares? Scotland discussed their *Reaching Higher* initiative and the work they have been doing to encourage aspirations for looked after children and young people. This involved presenting on some of their fundraising activities; including their trip to Nepal. It also included raising aspirations through attending the prestigious Harvard summer school in America.

This workshop posed participants to think about the lives and future aspirations of looked after children and young people and how Who Cares? Scotland works with children and young people in care to raise their expectations for their future. This session was presented at both the morning and afternoon workshop schedules.

## Anti-Stigma Campaign (challenging assumptions and attitudes)

**Workshop description:** This workshop was facilitated during the morning and afternoon workshop sessions at the conference. Alex Horne, Frazer Molineaux and Donna Goodwin from Who Cares? Scotland exhibited their Anti-Stigma Campaign - *Give Me a Chance* - and discussed the background to this campaign.

This workshop explored participant's understandings of stigma and related conceptions to this. The facilitator's then explored attendee's perceptions through *myth busting* exercises, which created debates around stigma often put onto looked after children and young people.

This engaging session involved the exhibition of two short campaign and interview style videos, where participants were given the opportunity to hear directly from looked after children and young people about their personal experiences of stigma. This workshop concluded with Who Cares? Scotland discussing their campaign resources and how to get involved with their work in the future.

## Homophobic Bullying, Practical Steps and Approaches

**Workshop description:** Ceri Hunter from LGBT Youth Scotland delivered this dynamic and informative workshop during the afternoon workshop sessions. This workshop was specifically targeted for secondary school staff.

This workshop explored the impact of homophobic bullying in secondary schools and utilised scenarios to create discussion for the group to identify best practice and practical approaches to challenge homophobia and deal with homophobic bullying in secondary schools. This workshop also posed participants to consider the overall impact and challenges when trying to prevent and resolve homophobic bullying behaviour for everyone involved.

It was intended that attendees would leave this workshop with some practical information, as well as links to relevant resources including LGBT Youth Scotland's Toolkit for Teachers (*Dealing with Homophobia and Homophobic Bullying in Scottish Schools*) and Stonewall's FIT DVD.

## Myth Busting Bullying

**Workshop description:** This workshop was facilitated by Malcolm McMillan and Mike Sutherland from *respectme* and ran over the afternoon workshop schedule. This workshop explored myths that exist about bullying behaviour and how these myths may influence and impact on the way that adults respond.

This interactive workshop was designed to stimulate debate and discussion around a range of commonly held myths and beliefs surrounding bullying and dealing with bullying behaviour. Delegates were given the opportunity to react to and reflect upon some commonly held beliefs before concluding with their positional response. This workshop created group debate, discussion and peer learning.

It was anticipated that participants would leave feeling more empowered and informed about dealing and responding to bullying behaviours. In particular it was hoped that attendee's would feel more confident at evaluating the full situation and consider the impact that any action taken has for everyone involved when addressing bullying behaviour.

## **LGBT Young People and Schools, their rights and our responsibilities under the Equality Act 2010**

**Workshop description:** Brandi Lee Lough Dennell from LGBT Youth Scotland ran this seminar based workshop, which was aimed to inform practitioners to better understand the new rights and responsibilities for LGBT young people as afforded under the Equality Act 2010. This workshop was fronted solely during the afternoon session of the conference.

This seminar style session used interactive approaches to provide guidance on putting the rights under the Equality Act 2010 into practice within school settings. This workshop explored the Equality Act 2010 and the direct responsibilities of schools under this piece of legislation. This was done through an interactive scenario exercise where participants were confronted with two questions 1/ What do you think their rights should be? and 2/What do you think their rights actually are?

This workshop concluded with a group discussion around how everyone is responsible for preventing and challenging discrimination and all types of bullying behaviour for children and young people under the Curriculum for Excellence, GIRFEC and the Equality Act 2010. It aimed to provide practitioners with confidence of using these tools for preventing and challenging bullying behaviour overall.

## Delegate feedback and evaluations

Over 120 delegates took part in the *respectme* national annual conference 2011 and there were an additional 47 staff and facilitators in attendance. The following quotes and statistics sum up the sentiment of the day and are taken from the evaluation form delegates completed either manually or electronically.

Participants had an opportunity at the conference to complete and submit hard copy evaluations and were also informed that they could also post these directly to *respectme*, post conference. Moreover delegates were informed that they could complete this evaluation form electronically via a Survey Monkey link, which was distributed to all registered attendees. This Survey Monkey link remained live for two weeks after the conference. *respectme* received a total of 86 completed and submitted evaluation forms.

Although this was a survey based evaluation, *respectme* foreseen the importance of receiving more in-depth and personalised accounts of delegate's experiences of the day. Hence, the evaluations were designed to take a more qualitative approach to data collection. There were 11 questions posed to delegates to respond to; of these 11 questions, 9 used open ended questions and 2 used more quantitative approaches for data collection.

### Question 2:

The first of the quantitative style questions was a general question about the sector of employment of the delegates who attended the conference. 85 of the 86 delegates answered this question in the evaluation.

Please indicate which sector you work in:		
Answer Options	Response Percent	Response Count
Education	68.2%	58
Social Care	2.4%	2
Social Work	1.2%	1
Youth Worker	14.1%	12
Early Years	2.4%	2
Emergency Services	2.4%	2
Other	12.9%	11
	<b><i>answered question</i></b>	<b>85</b>
	<b><i>skipped question</i></b>	<b>1</b>

As anticipated the highest volume of attendees was from the Education sector, which constituted as 68.2% of responses gathered. From the evaluations collected the lowest sector turn out was from Social Work, which represented only 1.2% of the delegates – in real terms this was comprised as one attendee. This highlights that *respectme*'s message is definitely reaching out to the education sector across the country. But potentially, there may be

additional work required in promoting respectme’s work to other sectors that also work with children and young people.

It is important to take in consideration the current economic climate, which may have resulted in many organisations across Scotland being unable to offer paid places for training, conferences and events. Therefore it can be suggested that this may be quite difficult for organisations to send employees to the conference. Additionally it is important to highlight that there is an additional cost factor for organisations when releasing employees to conferences, events and training; as this constitutes as a day out of the office and this can be unrealistic for many organisations enduring funding cuts in the current financial milieu.

### Question 4:

This second quantitative style question offered delegates the opportunity to give a snapshot overview of their feelings, impact and impression of the conference. From the 86 responses respectme received, 8 delegates choose to skip some or all of the sub-sections to this question. Hence the evaluation of this question is based on the completed responses.

Please mark one of the boxes to rate each of the following:					
Answer Options	Excellent	Good	Satisfactory	Poor	Response Count
Impression of the overall event	51	26	1	0	78
Presentations from keynote speakers/Main Session Participants	43	32	3	0	78
Morning Workshop	46	22	8	2	78
Afternoon Workshops	39	27	5	1	72
Opportunity to discuss your views	41	31	4	0	76
Venue and catering	54	21	3	0	78
<b>answered question</b>					<b>78</b>
<b>skipped question</b>					<b>8</b>

**Impression of the overall event:** 77 of the 78 respondents to this question marked the overall event as *Excellent* or *Good*. Only 1 delegate rated the overall event as *Satisfactory* and there were no *Poor* responses. Overall it can be said that the respectme conference 2011 proved to be a very successful, well organised and planned event; which consequentially resulted in an overall positive outcome for an impressive majority of delegates.

**Presentations from keynote speakers:** 96% of those who completed their events evaluation form marked the presentation sessions and the key note speeches as either *Excellent* or *Good*. 4% of respondents opted to mark this part of the evaluation as *Satisfactory* and there were no *Poor* responses. It can be stated that the majority found these sessions to be a very valuable part of the conference, which not only sets the scene for the day but also gives delegates opportunities to hear from professionals working in the anti-bullying

field and listen to experiences of some young people who are working to prevent and challenge bullying behaviours.

**Morning workshops:** 68 of the 78 respondents marked their morning workshop option as either *Excellent* or *Good*. 8 delegates rated this workshop as *Satisfactory* and 2 rated this session as *Poor*. Overall the morning workshop sessions were very successful; however findings reflect that a few of the delegates did not enjoy their morning workshop.

**Afternoon workshops:** 92% of the 72 respondents to this question rated the afternoon workshop session as either *Excellent* or *Good*. 8% of respondents marked these sessions as either *Satisfactory* or *Poor*. Overall it can be regarded that the afternoon workshop sessions were very beneficial and new learning and the development of new skills transpired during these sessions.

**Opportunity to discuss your views:** 95% of the 76 respondents to this question felt that there were *Excellent* or *Good* opportunities to discuss their views throughout the day. 5% marked this question as *Satisfactory* and there were no *Poor* responses. This positive response towards opportunities to discuss views reflects the interactive and peer learning aims of the conference.

**Venue and catering:** 75 of the respondents rated the venue and catering as either *Excellent* or *Good*. 3 delegates ranked the venue and catering as *Satisfactory* and there were no *Poor* responses. Therefore it can be stated that this venue certainly meets the needs and requirements of the respective national conference, with a sufficient auditorium and plenty of breakout rooms for the workshop sessions to occur. This evaluation also highlights that the catering met the needs and expectations of conference delegates with an adequate amount of option for all.

## **Some comments on key note speeches and main session presentations**

43 delegates opted to leave additional comments under this section of the evaluation. Below are some of the comments expressed regarding the key note speeches and main session presentations of the day:

*"I thought the young people from LGBT Youth were superb. It really brought home how difficult their young lives can be. It was inspiring to hear their stories."*

*"Set the tone well for the day, a good introduction to the issues being discussed. The session after lunch perhaps went on a little too long."*

*"Really enjoyed the presentations by LGBT youth. I thought Bex was fantastic and one of the first things I did when I got home was to search for the "It gets better" clip based around Harry Potter."*

*“Very inspirational speakers. Very interesting information given, including statistics and real life experiences.”*

The responses given were generally very positive and this part of the day proved to be a very thought provoking and informative part of the conference programme. In particular delegates continually expressed the significance of having young people leading elements of this session as one of the conference highlights. This reinforces respectme’s stance in the importance of having children and young people not only present at the conference, but also leading and inspiring practitioners to consider their current practices and the affects that bullying behaviour can have on all children and young people.

### **Some comments on workshop sessions**

45 delegates left comments on their chosen workshop sessions. Below is an array of the comments from these delegates.

*“Both excellent. Down to earth, not too much PowerPoint, lots of time for discussion.”*

*“Would like to have left with some tips/strategies/guidelines, rather than just discussing the issues.”*

*“Good opportunity to consider pressing issues and discuss with colleagues from other sectors.”*

*“Both were excellent. The labelling in the morning was both fun and educational... it really made me think. In the afternoon I was intrigued by how little I knew about text language and some of the age groups who are accessing social networking sites. Presenters in both workshops complimented each other and came across as very knowledgeable.”*

*“Youth Led approach to bullying gave me a good idea re: working with senior pupils at my school as bullying mentors.”*

*“I found the workshops to be very good. The first workshop was excellent, both boys from Who Cares? Scotland were very open and honest about their experiences, which was very refreshing - they were an inspiration! The second workshop was very interactive (LGBT Youth Scotland's sessions are generally like this) and was really enjoyable - it's always good to interact with peers.”*

The feedback from the workshops was generally positive and young people’s facilitation and participation in these sessions was highly regarded. Participants highlighted that they enjoyed the interactive approach to most of these workshops, which allowed for group discussion and good participation.

In turn it resulted in peer learning and peer debate involving a range of different practitioners, from an array of sectors. Many participants's noted that the workshops left them with new ideas and gave them the opportunity to reflect on their current practices regarding bullying behaviour. Numerous delegates noted that they were impressed with the knowledge of workshop facilitators and conveyed that this made the workshops very informative and information laden.

However there were a few comments that suggested that delegates would have liked the workshops to go into more detail, as one delegate stated: *"Good bite size introductions to bigger issues"*. *respectme* accepts that these workshop sessions are an introduction to a variety of anti-bullying work and that the main point of these workshop sessions is to create discussion and to give delegates the opportunity to think differently around anti-bullying work. *respectme* also acknowledges that attendees who took part in the conference come with a different degree of anti-bullying work training; therefore it is important that these workshop sessions were structured to address and be comprehensible to all. Furthermore *respectme* and the partner organisations offer thorough training on a range of anti-bullying work, these training sessions are usually half day/full day/two day training sessions, which go into more depth and detail around the topics discussed. The workshop sessions lasted just over an hour at the conference and were intended to be a taster for the more detailed training options; hence these workshop sessions were not intended to fulfil expectations of a full training session.

### **Some comments on most and least useful aspect of the day**

45 attendees' left most useful aspect comments and 27 respondents provided least useful aspect comments of the day. Below is a flavour of some of these comments.

#### **Most useful aspect of the day:**

*"The whole day was extremely worthwhile."*

*"Hearing directly from young people about their experiences in dealing with bullying. The stories of those in care were particularly moving and insightful."*

*"Meeting with staff from different establishments and agencies plus a chance to reflect and consider practice."*

*"Meeting and having the opportunity to talk to colleagues from a variety of 'child at the centre' backgrounds. Raising awareness with a view to improving existent practice."*

*“Hearing from the young people about their perspectives and experiences. Taking away leaflets and information from the information stands. Taking part in workshops and participating in the debate.”*

### **Least useful aspect of the day:**

*“Occasionally too much focus given to a specific area of bullying, felt that this led to the exclusion of some important issues, such as disability.”*

*“Duplication of workshop content with presentations.”*

*“Being asked to Tweet while attending the conference.”*

*“Didn’t get the workshop choices requested.”*

respectme appreciates all of the most and least useful comments from conference delegates and these comments are valuable in the planning for future events and conferences.

### **What lasting thoughts will you take with you from today? And General Comments of the day**

41 delegates left comments in this section of the evaluation. Below are some of the comments gathered from attendees’ evaluation forms:

*“The message from both the LGBT young people and from Who Cares? Scotland about the pain of stigma, and also how these young people have developed their resilience. Inspiring!”*

*“The atmosphere among the delegates and the partners of the event in wanting to challenge all forms of bullying.”*

*“We all have a part to play.”*

*“The quote ‘Sticks and stones may break my bones but names can hurt forever.’”*

*“It has got me thinking and reflecting on our practice in school and how we can adapt/improve our approach to anti-bullying. I have got new ideas about how to approach the issue from a pupil led perspective.”*

*“Very useful, I met some interesting people, shared ideas, very well organised, went home with a bag full of useful resources, helped me to appreciate the link between the partnership organisations - all good.”*

*“Excellent conference, good balance of plenary and workshops, very enjoyable. Good range of delegates from across sectors.”*

*“Great to see that bullying behaviour is given such a high profile and so many people are working really hard to change attitudes in this country.”*

*“A well run and thought provoking event.”*

*“I felt that the content of the conference was excellent, the information available was fantastic, the presentations and workshops were inspiring and the venue was fabulous.”*

respectme is extremely pleased that many delegates have left the conference with such positive lasting thoughts. These comments sum up the main aspirations for this year’s conference. Through these responses, delegates highlighted the importance of hearing directly from children and young people and how this has made them consider the significance of stigma and prejudice based bullying; these comments reinforce respectme’s commitment to include children and young people in anti-bullying work that affects them and the value of partnership working in challenging all manifestations of bullying behaviour. This was also reinforced by respondents specifically stating that they ‘...*appreciate the link between partnership organisations...*’ and highlighting the importance of shared views and dynamic peer debate/discussion.

Delegates also commented on the importance of everyone taking a role in anti-bullying work, which again reflects respectme’s position that all adults who care for or work with children and young people should take a role in preventing and challenging bullying behaviour. The conference also gave attendees the opportunity to reflect and consider different approaches to anti-bullying work and this was reflected in the evaluation responses. The evaluation has found that there was definitely increased learning and pragmatic tools and skills developed to aid many practitioners in the development of anti-bullying work within their own working remits.

## Summary

Ultimately *respectme* is looking to achieve change. *respectme* is in the business of creating and sustaining societal, attitudinal and behavioural change and we want you to join us on the journey to achieve our vision that:

- The rights of children and young people are at the heart of everything we do
- Our values of respect, equality and inclusion underpin every aspect of our work
- We work in partnership to build the capacity of all adults who play a role in the lives of children and young people
- We promote a positive, practical and realistic approach to improving the life experiences of children and young people
- We will influence behaviour, culture and attitudes towards bullying behaviour

For more information about *respectme*'s campaigns, its diverse training programme or any other element of its work, then please visit:

[www.respectme.org.uk](http://www.respectme.org.uk)