

# **United Against Bullying School Case Study: Appointing an Anti-Bullying School Governor**

## **How Dodworth St John the Baptist Primary Academy appointed an Anti-Bullying School Governor to help tackle bullying**

### **Context of our anti-bullying work**

We had never considered the role of having an anti-bullying governor. Our safeguarding governor had responsibility around bullying but this did not include specific work in school with the community or to the level of detail of an anti-bullying governor.

As we embarked on the UAB programme we recognised the invaluable role this would offer in tackling bullying in our school.

### **What we hoped to achieve**

To have an effective Anti-Bullying Governor who is a proactive driver in tackling bullying in our school by being a visible presence in school to support and challenge.

### **The action we took**

We read the guidance and research into the impact a Anti-bullying governor can have in order to identify the key qualities needed. The close relationship between safeguarding and anti-bullying, alongside the personal qualities and skills of our Safeguarding Governor indicated they would be the ideal governor for the role as anti-bullying governor.

Once appointed we met and looked at how we saw the role working, with them having a clear presence to the school community being a key driver.

The anti-bullying governor then undertook anti-bullying training and had a key role in reviewing, rewriting and creating our anti-bullying policy and new behaviour systems.

To enable parents and children to get to know Carolyn they were named in the policy with contact details and the role was explained in Collective Worship to children and sent out to parents. Our Governor roles and our anti-bullying policy can be seen here: (Carolyn is named on page 4 of the policy)

<https://dsjablogs.net/governors/>

<https://dsjablogs.net/behaviour/>

## Impact and outcomes of the work

Carloyn is able to support school and challenge school in equal measure- the ideal way a governor can. She regularly analyses the behaviour logs in school alongside SLT to ensure she is able to identify areas for anti-bullying focus and development as well as ensuring our actions are having the desired impact. She also supports our other governors in understanding the outcomes of audits, surveys and the reasons behind the changes we make in school.

Parents say they appreciate having an impartial member of the school leadership structure to approach should they have concerns rather than only being able to go through school.

As we move into next year and with schools operating normally we envisage that Carolyn will be in school on a much more regular basis for example on the playground to speak to parents and gather their views, meet with the school council and take part in Collective Worship as well as help the children to plan and run anti-bullying initiatives including Anti-Bullying week 2022.

## What we have learned

Widening Governors roles to specific actions of school improvement has been a great success. Governors are better informed, school is better supported and challenged and the wider community have another point of contact should they have any concerns.