

All Together Case study: Updating Anti-Bullying policies for all members of the school community

How Sutton Veny CofE primary School, Wiltshire have updated their policies to involve all members of the school community.

This case studies main focuses have been to:

- Make our schools anti-bullying policy more explicit
- Update our pupil anti-bullying policy
- Involve all members of the community
- Distribute the new policy to all involved
- Gave parents a voice to make changes

Background on the School

We're a small village school who pride ourselves on recognising and promoting anti-bullying, including a focus week each November relating to the national anti-bullying theme. Alongside this we follow a PSHE scheme of work to give children key personal skills to help with anti-bullying and a program of assertiveness training. However, our policies didn't always capture our practice, and we didn't always include a range of people from our school community for their input and ideas on what we do.

Desired outcome

We wanted to make sure our school anti-bullying policy was more explicit and useful for our school and update our pupil anti-bullying policy. In both cases, we wanted to make sure all members of our community were involved, especially parents and children; including using a new governor to help with the process. Staff training might also have needed to happen as part of this.

What is the action we took?

To meet our targets we:

- Shared targets with staff during staff meetings.

- Took 'All Together' action put on PSHE subject leader plan-shared at a FGB meeting to ensure everyone knew about it!
- Signposted online training for ALL staff, including MDSA's.
- Sent a letter to all parents, including our governor for PSHE, about anti-bullying week-signposting where our policies were online and asking for their input to review it. Meeting with head teacher after this to change aspects of the policy.
- Shared anti-bullying policy with the children-updated the policy on their recommendations.
- Shared anti-bullying policies with all staff. Policy now more specific about strategies, references and expectations.
- New staff to the school now have the anti-bullying policy shared with them-they sign to show they understand and will follow the contents.
- Completed well-being survey with 92 pupils to assess current feelings. Staff led circle times and one to one feedback sessions with individuals based on results.
- 'Celebrated' Anti-Bullying Week- All different, All equal' Children led assembly to share focus for the week.

Outcome

All staff are now fully aware of the policies within school and how it matches our practise. Parents felt they had a 'voice' in order to make changes that would positively affect the school, when giving feedback on our policy. The children felt valued and important, when asked for their input to the pupil-friendly anti bullying policy. It also helped to remind pupils of what they can do if they feel bullied in school. They had fantastic ideas, and we really valued their input from a child's point of view.

The profile and importance of anti-bullying was raised across the school; reflecting its impact on children feeling happy and safe. This was backed up by the well-being survey results. We have learnt to consult more people when we make changes in school; this helps us know that we value our partnerships and can really produce polices that are accurate and reflective of the practice in our school. We will continue to include more children in the actual planning of anti-bullying week's, alongside publicising the content and actions more explicitly; asking for feedback as we go.

What we have learned

It certainly needs a whole school approach; from changing policies, working alongside the Head Teacher, to sharing results of surveys with class teachers. Having a named Governor now helps with monitoring and evaluating practise.