

United Against Bullying School Case Study: Making reporting bullying safe and discreet

How Ormiston Meridian Academy made reporting bullying a safe and discreet process

Context of our anti-bullying work

We wanted to ensure there was always a route for reporting bullying in a comfortable discreet and anonymous manner without worry.

All students could originally speak to any staff member who would be able to provide initial support and then refer to the pastoral team for the policy, procedure and correct individual support to be followed.

The students could also speak to the old student council members who would report it to staff, but this could be fraught with safeguarding concern for us as this is a massive responsibility for a young person to take on without training or absent mindedness the report could go unreported.

What we hoped to achieve

- To make reporting safe and consistent and self-reportable even if confidence is low.
- To make reporting discreet and anonymous should the person wish.
- To be able to speak to a peer who is confident and focused on reporting immediately to an adult.

The action we took

- There is now a Let's Talk email address students can email pastoral staff and the safeguarding lead on.
- There are now Let's Talk Boxes for anonymous reports.
- Every staff member and student parliament member is trained to bring students to the pastoral staff for support should they disclose bullying. These Parliament members have special badges to set them apart from other Parliament members.
- We log these incidents on the new procedure form created with the Anti-Bullying Governor and these are centrally stored on CPOMS so a child's bullying chronology can easily be seen to know which stage of the bullying process they may be at or which victim support they have received. This ensures staff have a clear understanding of next steps and outcomes.

- Parents appreciate the structured procedure and follow up including the check in two weeks after the event.

Impact and outcomes of the work

- Reporting increased and students can talk confidently about how bullying is handled.
- SLT, Governors and Pastoral leads have clear bullying records helping to ensure the correct support is growing with the child, recognise this as an ACE for that child and ensure robust accountability for the bully who understands each step and consequence should the behaviour continue.
- Students have reported mostly using the inbox which allows them to raise awareness of their issues discreetly.
- Staff understand outcomes and can look out for students who may be vulnerable or who have had issues. This supports the creation of seating plans and groupings in class to support victims.
- Over the next year develop an online feedback tool for parents and students 2 weeks after the incident has happened to seek critical feedback and improvements.

What we have learned

That students need to be given direction on what information to include in their initial report to ensure it is tackled effectively. Some students at the start omitted key details to help us identify them etc. Small proforma was created to support with this and improve level of student content and context give. This writing frame also supported the SEND students.