

United Against Bullying School Case Study: Whole staff training using ABA materials

How Allendale Primary School did whole staff training using ABA materials

Context of our anti-bullying work

Allendale Primary school is a small rural school with a high proportion of pupils with SEND, primarily, ASD / ADHD / Emotional / Anxiety related. Issues with behaviour at social times and forming appropriate friendships were prevalent after lockdown and some cohorts have missed out on developmental stages especially apparent in social situations where pupils would frequently fall out and not be tolerant or understanding of each other.

Staff were frustrated at having to spend so much time mediating pupil disputes and investigating incidents. We felt we needed a fresh approach to improving the behaviour culture at school.

What we hoped to achieve

We wanted to upskill all staff and ensure they had more confidence in dealing with pupil behaviour and incidents.

We also wanted staff to be confident that senior leaders will support all staff in dealing with behaviour and bullying issues.

We needed all staff to be involved in responding to behaviour incidents in ways that were consistent across the school so pupils would gain an understanding that all adults were to be respected.

We wanted all staff to be aware of the definition of bullying and how some pupils would be more vulnerable and why.

The action we took

Firstly we consulted with staff to find out their views about pupil behaviour and how we develop our approach. We shared the report from the EWBS Service and agreed that the starting point should be breaking down the school rules and discussing with pupil what these looked like in general school life. This was tackled over a half term in a series of assemblies, reinforced in PSHE and general work in class. This reinforced the rules in pupils and staff.

When we registered for the UAB programme, the definition of bullying was shared with all staff so they would have an understanding. Every member of staff registered with the ABA and undertook the online training to develop their knowledge of all aspects of bullying. Our

named governor also registered and undertook the online training and recommended the units to the other governors to register for. Our lead Teacher met with Lunchtime Supervisory Assistants to develop recording and reporting systems so that teaching staff would know if anything had occurred over lunchtime.

Impact and outcomes of the work

There is now a consistent shared approach to behaviour and bullying incidents. We have developed our reporting procedures so that all staff know what and where to report incidents. All pupil reports are dealt with promptly so there is no residual feeling of anger or frustration in pupils which continues into lessons. Staff know the definition of bullying and can discuss incidents with pupils confidently. As all incidents are now recorded, we can monitor the data collection and identify any areas / times/ individual or groups of pupils involved and the category of bullying which is perpetrated.

It had made senior leaders more open in using the term bullying or anti bullying. It is not a weakness or indication that there is a bullying / behaviour problem in school, rather an acknowledgement that bullying can happen anywhere and it is the response and prevention measures which have high importance.

It is important that the sharing of information and training is ongoing and it is inclusive of all staff.

What we have learned

We have worked as whole staff and pupils have been very involved.

The staff have commented that the training units have raised awareness of various bullying issues and vulnerable groups and the use of inappropriate language, such as homophobic, disablist, which before may have gone unreported and been challenged by an individual member of staff. This has meant that senior leaders have a more comprehensive overview of incidents and who is involved, which means parents can be involved at an earlier stage if required.

We need to communicate to parents the impact that staff training has had on our approach to anti bullying.