

United Against Bullying School Case Study: Using ABA CPD training to upskill staff

How Bonner Primary School used ABA CPD training to upskill staff

Context of our anti-bullying work

At Bonner we have become aware that all staff needs to understand what bullying is, how to prevent bullying in our school and who are our most vulnerable children.

When we complete the audit, we realised that staff training was an area for improvement. Our Midday Meals Supervisors (MMS) were especially asking for more training in this area.

WE have also become aware that some of our parents are unsure of what is bullying behaviour and the difference with friendship issues.

What we hoped to achieve

We hope that all our staff are aware of bullying, how to prevent it and who our most vulnerable children are. MMS also need to be informed about our recording and reporting systems in the school and how to approach/report a bullying incident.

Our staff will have a clear definition for bullying and an understanding of the impact bullying has on everyone involved.

We hope that ALL our staff are confident in dealing with, recording and reporting bullying incidences.

We also hope that parents have a clear understanding of bullying and how they can also report this to our school and for them to feel empowered.

The action we took

All our MMS and Teaching Assistants have undergone the online ABA CPD. They were able to complete all modules.

All teaching staff attended a face to face CPD which was lead by our Anti-bullying Leads.

Parents were invited to a face to face workshop on Cyber bullying and what is bullying behaviour.

WE have also placed links on our school website along with our Bonner Antibullying policy so parents to use this as a reference point and gain information.

Impact and outcomes of the work

Positives:

all staff now have a clear idea of how to record and report bullying through our CPOMS electronic system which all staff have access to. All staff have been trained on how to use CPOMS and aware that when reporting incidences these are referred to an appropriate member of staff which can deal with the situation and follow up.

Parents are now informed on what is bullying and also when members of staff are approached by parents they all have a clear definition to follow (is the behaviour repeated, is there a imbalance of power and is there intent for harm)

Our children also know the clear bullying definition and are able to apply to situations as there adults are able to explain and discuss this with the children.

Impact:

we have a Bonner clear vision about what bullying is. Everyone is using the correct vocabulary and using CPOMS to report incidences.

WE will be doing annual Antibullying training during our INSET at the beginning of each academic year.

All new members of staff will be attending the same training.

A training programmes is being set and scheduled for our MMS and Teaching Assistants.

All teaching staff will be attend an information meeting with regards to Antibullying Week and The Big Assembly. Each year group will be allocated workshops and materials.

What we have learned

Completing the ABA audit and analysing our data has really helped us identify the areas which we need to improve within our school for AB. This will hopefully make our school community work together and support all our children.