

United Against Bullying School Case Study: Staff training for specific needs

How Broomfields Junior School provided staff training for specific needs

Context of our anti-bullying work

Staff training and development has recently included work from the Stonewall programme. Staff were introduced to 'protected characteristics' and definitions of different groups of children in our ongoing programme of work to celebrate difference and diversity.

All staff have also been introduced to the different online training available through the Anti-Bullying Website.

What we hoped to achieve

All staff to be aware of the different definitions of gender identity and relationship status. Also, our aim was to create whole school scripts with standard answers we would use and address issues with the children.

The action we took

- A whole staff meeting took place to identify the needs of our school in terms of responses to the children and parents.
- Parents were informed and the wider community linked within the TCAT Hub were also informed through our Personal Development meetings.
- Letters are also always sent home to parents annually before Anti-Bullying Week to update of specific events/changes.

Impact and outcomes of the work

The staff are all now aware of the scripts which can be used with members of the school and wider community. Over the coming year, it is the aim to allow staff to have time in a staff meeting to access the anti-bullying online training in preparation for anti-bullying week. This will ensure that both teachers and TA's can access the training that they feel they need – including more vulnerable groups.

What we have learned

- The work we have completed can now be shared across our Hub so that other schools can benefit from our experiences.
- More tailored training, specific to the needs of the staff member, has also allowed us to tackle specific needs across the staff.
- We have learned that giving specific time during a meeting allows for all staff to complete the training.