

United Against Bullying School Case Study: Supporting staff on anti-bullying practices

How Cranborne Middle School, Dorset, established support for pastoral staff using the school's Anti-Bullying Lead

Context of our anti-bullying work

The PSCHCE Subject Leader is also the Anti-Bullying and Positive Relationships Lead. An experienced specialist teacher with 26 years teaching experience and a form tutor herself, she is very aware of the current needs of the children in the school, as well as working closely with the pastoral team at tutor, phase leader and senior level.

The AB Lead works as an immediate support for pastoral staff, at an advisory, support and advocacy level.

What we hoped to achieve

- Immediate support for pastoral staff, at an advisory, support and advocacy level.
- The AB Lead acts to ensure consistency of action in all matters conflict resolution and anti-bullying practice.
- Empowering staff to assertively follow our AB flow chart of actions, with pupils, parents and other staff.

The action we took

- September 2023 - introduction of the parent/carers support booklet in INSET with whole staff.
- Phase Leaders and tutors encouraged to speak with AB Lead if support is required following the actions in the flowcharts, as every case is unique and often complex.
- Parents and carers introduced to AB Lead in meetings and mentioned in meetings, which raised the profile of their child's case, knowing that the AB Lead was involved.

Impact and outcomes of the work

- Pastoral staff have a direct contact person to offer immediate advice and a sounding board regarding anything pertaining to anti-bullying or friendship conflict.
- This support has been invaluable to both the AB Lead and staff themselves, as it ensures consistency of approach and promotes wellbeing of staff as they have felt empowered in being able to discuss all aspects of a case and then make and execute a plan, as well as evaluate the plan afterwards.

- Parents and carers have welcomed the support of the AB Lead, as it adds gravitas to their child's case, and they feel like it is being identified and taken seriously.
- We would like to extend the work of the AB Lead to working proactively with groups of children in more areas of anti-bullying practice, such as inclusion and diversity acceptance, lunchtime social skills and friendship conflict resolution. These sessions will be led by the AB Lead but observed or co-led by pastoral staff or TA's.

What we have learned

- The AB Lead needs to be fully invested, passionate about AB practices and an experienced pastoral leader. This ensures that not only do the staff feel supported but so do the pupils and parents/carers.
- A supportive and flexible SLT is needed when cover is required for meetings/phone calls with parents or 1:1 or group meetings with pupils.