

# **United Against Bullying School Case Study: Upskilling midday assistants in anti-bullying practice**

## **How St Bede's Catholic Infant School upskilled midday assistants in anti-bullying practice**

### **Context of our anti-bullying work**

We have a high focus on anti-bullying through our Kind Hands, Kind Feet and Kind Words. We have posters in each class and posters up in the main corridor. We regularly support all staff to explore CPD opportunities to support positive behaviour and also signpost to Anti-Bullying Alliance CPD so that there is a good understanding of what bullying is etc. We have recently had some training for our midday assistants to support them with a range of positive behaviour strategies. As a group we put together a new initiative – Lunchtime Heroes. Delivered by Miss Scragg as DSL and behaviour lead.

### **What we hoped to achieve**

To support the children to have happy playtimes while remembering that we respect all staff within our school and listen to them at all times. We looked at the new initiative to support some new staff with positive behaviour strategies and to maintain high expectations of all children through lunchtime as well as at all other times during the day. We hoped to build confidence for the new staff through the training as well as positive modelling of strategies.

### **The action we took**

We held a meeting/training session for our midday assistants. We discussed positive behaviour strategies and our expectations that children respect all adults and children within the school (and of course beyond when out and about or in our community).

We then discussed expectations e.g. good manners, walking and lining up correctly and sensibly, sensible playtimes and opportunities to share etc. We then ensured all staff had stickers and access to the Lunchtime Heroes certificates to be given out weekly by the class midday or another member of the team who had seen the children being a good lunchtime friend, being helpful, displaying good manners etc. The teachers were all given a laminated Lunchtime Heroes trophy to display in the classroom and then on a Friday the midday staff choose someone in their class to win the award. The initiative was launched by Miss Scragg in an assembly when it was explained that the midday teachers had wanted a special award that the children could achieve. We discussed the new stickers that the staff had and the process of receiving the award. The children were very excited.

We have a number of new staff and discussion and signposting to CPD is part of our induction programme too.

### **Impact and outcomes of the work**

The positive impact is that the children continue to demonstrate their good manners and respect to all during lunchtime as well as at any other time. The children are fully aware that all adults in our school are to be listened to as this keeps us all safe.

The Lunchtime Heroes Award has been in place for a half term and has been extremely positive. The middays have become more confident in their expectations of the children and they have really enjoyed distributing new stickers for having kind hands, kind feet and kind words, for showing good manners, for lining up etc. They have also enjoyed giving out the Lunchtime Hero Award on a Friday – and the children are all striving to be the Lunchtime hero in their class. The recipients have been really happy and the other children are responding really well hoping that they will get their turn soon. This also supplements various class award systems and our whole school Star of the Day. The confidence of the midday assistants in dealing with any situations that arise and their communication with teachers, TAs etc to discuss incidents has also been enhanced. Some of our middays are also TAs and they have also modelled expectations for our newer staff.

### **What we have learned**

The ongoing high focus on Kind Hands, Kind Feet and Kind Words means that the children across the school have a constant understanding of the importance of friendship and being safe. The new initiative has had a very positive impact on both children and adults – not only the midday assistants (who we refer to as our lunchtime teachers) but also all staff around the school as the children are really keen to share their stickers and their Lunchtime Hero award with class teachers and TAs too.