

United Against Bullying School Case Study: Raising awareness of issues faced by groups who are at-risk of experiencing bullying

How Frome College, Somerset, increased awareness and understanding of the issues faced by different groups at-risk of experiencing bullying

Context of our anti-bullying work

Creation and running of an 'Equalities Club' started in 2020 by the former head of religious studies as a response to the high pupil demand for a higher focus on LGBTQ+, misogyny, racism, and bullying.

What we hoped to achieve

- Increase the visible presence and acceptance of the issues surrounding the marginalisation of the LGBTQ+, misogyny, racism, and bullying.
- Decrease discrimination and bullying around college.
- Increase pupil led interventions around LGBTQ e.g. pride week.

The action we took

- Pupil led poster campaign to raise awareness for sexual assault and harassment.
- Pupils advised PSHE & Ethics and Beliefs lead/SLT on SOW's, events and campaigns relating to equality.
- Organised a PRIDE movie evening to raise money for LGBTQ issues.
- Advised Pastoral and United Against Bullying Team on the creation of the 'Pledge of respect' for cordial peer behaviour (see appendix below).
- Student led Ran PRIDE stall in the local market with E-Team Champion and Ethics and Beliefs lead promoting LGBTQ+ charities to the community.
- Decorated the school for E-week's (PRIDE, mental health week and black history month).
- Advised on staff lead CPD delivered by E-Team Champion and Ethics and Beliefs lead on the use of Gender Pronouns, Gypsy, Roma, Heritage Day and Feminist first approaches.
- Liaised with 2BU and youth LGBTQ+ Charity that offer targeted counselling.

United Against Bullying Team At Risk Groups Student Voice

Group	LGBT+			Meeting	1
UABT Leader	SLA	Students	CM, RH, AB, ER, EP	Date	11/1/24
Questions					
Are there any 'groups' of students you feel are targets of bullying at Frome College?		Yes. Gay relationships are mocked. Tends to be boys mocking lots of groups, doesn't tend to be female ringleaders that we are aware of. Tends to be slurs majority. Mixture of aimed at people, however, can be used as, "banter".			
What happens? How are they targeted?		We believe they are aware of the meaning of the word, however, use it regardless. Lack of consideration.			
Are you aware of the Equality Act 2010? How does this impact College? Do you feel Colleges Anti Bullying work complies with the Equality Act?		Some aware of it, doesn't know what it entails. Some not aware at all. Believe it should be promoted.			
Are you confident at identifying bullying behaviour and the different roles students can play when involved in this behaviour (e.g. target, assistant, reinforcer, bystander, defender, ringleader)?		Yes.			
If you or your friends were bullied, what would you do?		<p>Tell Mr Forrest. Because he is my head of house and a nice guy, he has sorted an incident before and I feel confident he would deal with it. He seems like the he has spoken the most about anti-bullying, so he would understand it the best.</p> <p>Or Mr McCarthy, Ms McPherson, or Mr Lavington,</p> <p>(asked why categories us together) We are approachable and educated on these matters.</p> <p>Not feeling judged is important.</p>			
How do you feel bullying at Frome College is dealt with?		<p>Not very well. It is daunting going to ask for an incident report form to do bullying. I have had to file one before and it feels like a huge thing. I have had to use one before and I ended up putting it off. It is very public.</p> <p>One student mentioned that it was dealt with well and efficient, however it wasn't as severe a situation.</p> <p>A general feeling of school not being able to deal with the behaviour, or sanctions severe.</p>			
Are there any current bullying issues towards 'at risk groups' that College is currently unaware of?		<p>It is always happening.</p> <p>Promote what the equalities act 2010 is.</p>			
Is there anything additional we can do to promote protected characterisers at FC?					
Do you involve your parents in discussion around bullying?		Yes.			
Do you feel your parent are aware of the equality act 2010?		Mixed bag.			
Is there anything else you would like to ask or raise?					



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- E-team are hoping to expand the number of E-week throughout the year by including GRT week during June-24 to promote GRT culture e.g. traditional caravan parade, GRT fashion show, GRT literacy event, GRT dance/music etc.

What we have learned

Pupils belonging to vulnerable groups feel more confident to share their experiences, wishes and concerns when they are part of a club. This club forms a large community of pupils from different year groups and social circles who share a commonality in their Sexuality, gender identity, or other characteristic and united them with a joint purpose. Most of the group's activities were teacher lead but pupil driven by passionate students who knew what they desired their school environment and peer relations to be like and worked on practical steps to achieve that whilst also celebrating their identities and encouraging others to do the same.

Their influence on school policies and schemes of work have been an invaluable use of student voice as a method to specifically improve areas of school life, learning and procedures. It allowed for the most relevant and important issues effecting the groups to take priority and be arguably more effective in their attempts to reduce bullying than other less informed approaches may have been.

The main issues have been around recruitment of new students into a group that requires a great deal of confidence from a demographic that is otherwise quite vulnerable and less likely to put themselves into the spotlight. Secondly with the 'club' being social and light-hearted much of the time the friendships with the group can sometimes become a distraction to the group's primary aims but this is to be expected to a certain extent.