

HOW TO GET YOUR SENIOR LEADERSHIP TEAM ON BOARD WITH ANTI-BULLYING



Bullying behaviour is a serious issue amongst young people, with nearly half of young people expressing they have experienced bullying behaviour in the last 12 months, and around two-thirds reporting having witnessed someone else experience bullying behaviour at school (Department for Education, 2017). It is essential for the whole school community to work together to tackle bullying behaviour, including your school's Senior Leadership Team (SLT). As an Anti-Bullying Staff Lead in your school, there are opportunities for you to work closely with SLT to increase and track the impact of your anti-bullying work. This resource aims to provide you with some useful ideas for getting SLT on board with your work.

THE ROLE OF THE SENIOR LEADERSHIP TEAM

The Senior Leadership Team plays an important role in preventing bullying behaviour. As our Anti-Bullying Ambassadors Programme is regularly cited as an example of best practice by Ofsted, we understand the importance of ensuring SLT are on board with anti-bullying initiatives. SLT has a specific role to play in ensuring that all staff are supported in managing incidents of bullying behaviour and are aware of the policy and practice of the school. Establishing priorities for tackling bullying behaviour is key to creating a safe and inclusive environment for staff and students alike.

GETTING THE SENIOR LEADERSHIP TEAM ON BOARD

It is essential for a school to have a shared vision about bullying behaviour so that the whole school community knows how to respond fairly and consistently when bullying behaviour occurs. SLT can offer the Anti-Bullying Ambassador team opportunities to raise the profile of anti-bullying in school by supporting them with such things as leading a series of assemblies or workshops in school, running a whole school fundraising event, or providing the budget for a colour run to celebrate the LGBTQ+ community. Below we have outlined some ways in which you can get SLT on board with your anti-bullying work:

REVISE YOUR ANTI-BULLYING POLICY_

The Senior Leadership Team plays an important role in the development of a school's Anti-Bullying Policy. As well as establishing clear priorities for tackling bullying behaviour and assessing the risks, they also need to be aware of different types of bullying behaviour. Why not review and update your school's Anti-Bullying Policy with your Anti-Bullying Ambassadors and have the team present their updated version to SLT? Involving SLT with re-writing your school's Anti-Bullying Policy means that they can provide approval for getting the policy printed on posters to display around school or making sure it features in all students' planners.

DEVELOP ANTI-BULLYING STRATEGIES_

In guidance provided by the Department for Education, schools should be able to demonstrate the impact of anti-bullying policies. Ofsted will not routinely mark a school down where it has recorded incidents of bullying behaviour (Department for Education, 2017). It is therefore in SLT's best interests to develop effective reporting and recording systems. Work with your Anti-Bullying Ambassador team to review your school's current systems for reporting and recording incidents of bullying behaviour and have the team propose new updates to SLT.

TRAINING AND DEVELOPMENT OPPORTUNITIES_

Educators are always looking for new ways to increase their knowledge and gain professional development opportunities. There are lots of online courses available for educators seeking advice and information to fully understand and deal with bullying behaviour effectively. The Diana Award has brought together its expert training team to deliver a range of empowering and educational online webinars to support schools' Anti-Bullying work. All educators in your school, including SLT, are welcome to view these anti-bullying webinars to develop their knowledge and acquire the skills needed to carry out successful anti-bullying initiatives in school. Check out the full list here to access as many free webinars as you like:

www.diana-award.org.uk/anti-bullying-webinar/

WORKING WITH THE ANTI-BULLYING AMBASSADORS

A great first step after attending Anti-Bullying Ambassador training is to hold a meeting with the Senior Leadership Team. This is a great opportunity for the Anti-Bullying Ambassadors to introduce themselves, discuss what they learned at the training and what they are hoping to achieve as a team. Establishing a good relationship with the Senior Leadership Team means that the Anti-Bullying Ambassadors can ask for extra support to carry out their Anti-Bullying campaign, like funding or permission to run an activity.

When involving SLT with your anti-bullying work it is important to remember that your Anti-Bullying Ambassador team hold valuable information regarding bullying behaviour in school and the support systems needed to be put in place for students. SLT and other members of school staff can really benefit from hearing directly from the team about what support is needed so when possible, have your Anti-Bullying Ambassador team speak to SLT about their campaign and how they could benefit from SLT's input.



MORE RESOURCES_

Check-out our Resource Centre for more resources on how to make your anti-bullying campaign a success, how to grow your Anti-Bullying Ambassador team and how to make a positive impact on the culture in your school. We wish you the best of luck with developing your anti-bullying work!
www.antibullyingpro.com/resources

REFERENCES_

[The Diana Award and Nationwide's 2020 poll](#)

We're proud to be the only charity set up in memory of Diana, Princess of Wales, and her belief that young people have the power to change the world. It's a big mission but there are two things within it that we focus our charity's efforts on – young people and change.

Throughout all of our programmes and initiatives, 'change' for and by young people is central, including our anti-bullying work which encourages change in attitudes and behaviours.

We hope you found this resource useful and wish you all the best in your anti-bullying journey. If you would like to help us create more resources and train even more Anti-Bullying Ambassadors, you can make a £5 donation by texting CHANGE 5 to 70470 or visit diana-award.org.uk/donate

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