

## Preventing Prejudice-Based Bullying

### Why should I do this course?

- This training course is designed to help build staff confidence in identifying and tackling incidents of prejudice-based bullying and to promote a positive attitude to difference and diversity. It will ensure that:
  - All staff understand what prejudice-based bullying is and the impact it has on young people.
  - Staff and pupils are supported by a whole-school approach, with consistent policies and practice.
  - Staff are equipped with strategies for dealing with prejudice-based bullying incidents.

### Making the most of this course

This course is comprised of three units:

- Unit 1 is aimed at members of the SLT and those with 'pastoral' in their job description. This will last around 90 minutes.
- Units 2 and 3 are relevant to all school staff and last between one hour and 90 minutes.
- These units can be delivered to large staff meetings or in smaller departmental meetings.

### Suggested participants

#### Unit 1:

- Assistant head
- Deputy head
- Headteacher

#### Units 2 & 3

- Classroom teacher
- Head of year
- Learning mentor
- Teaching assistant

### 1. A whole-school approach

**Review your school's current good practice in dealing with prejudice-based bullying and establish an action plan for improvement.**

Participants will:

- Know what is meant by prejudice-based bullying.
- Understand the importance of consistency of approach across the school
- Consider the ethos in school and whether behaviour/bullying policy is clear and explicit enough so that everyone knows what to do.
- Consider the extent to which the curriculum covers looking at difference and diversity.
- Ensure that there is training in place for all staff, and as part of induction for new staff.
- Ensure that logs are kept and that policy and practice are reviewed regularly in response to the log.

### 2. Understanding prejudice-based bullying

**Gain a sound understanding of prejudice-based bullying and its effects in order to develop the confidence to tackle any incidents.**

Participants will:

- Be able to recognise bullying behaviour.
- Understand the long-term effects of bullying.
- Know what is meant by prejudice-based bullying.

### 3. Using the school anti-bullying policy

**Be reassured that all members of staff are equipped to combat bullying effectively with sound awareness of the school policy and their role within it.**

Participants will:

- Know and model the school policy and apply it consistently.
- Model positive interactions between themselves and pupils and other adults.
- Recognise the difference between 'banter' and other language that is problematic.
- Know when and how to react when they see signs of prejudice-based bullying.