

KEMNAY ACADEMY

ANTI-BULLYING POLICY – A GUIDE FOR PUPILS

This leaflet is designed to support you to take action if you feel you have experienced bullying behaviour yourself, or if you have witnessed it happening to someone else within the school.

Kemnay Academy's Stance on Bullying

Bullying in any form is intolerable and unacceptable. Here at Kemnay Academy we believe that everyone should be treated equally and with respect. Our responsibilities include tackling unlawful discrimination and promoting and encouraging equal opportunities.

Definition of Bullying

Bullying takes place when the actions of an individual or group of people cause harm to someone by taking advantage of an imbalance of power within a relationship (whether perceived or real). Bullying behaviour is abusive. Bullying can be verbal, physical, mental/emotional or cyber. It can be intentional or unintentional, direct or indirect, persistent, or a one off incident. People who experience bullying behaviour feel vulnerable and/or socially isolated.

Who can you turn to?

If you are experiencing bullying behaviour or you know someone who is, then it is important that you talk to someone you can trust about it. Talk to...

- A trusted friend;
- A Prefect or member of the school Captain Team;
- A parent/carer or other relative;
- Your Guidance teacher or any other teacher whom you feel comfortable with;
- A member of the Senior Management Team
- A Pupil Support Assistant or Pupil Support Worker
- A member of the school health team;

What if it happens after school or on social media?

In these cases it is just as important that you talk to someone about it. Parents/carers are your first point of contact, but you can also talk to your GP or any other trusted adult. There are also a number of support lines and websites available to help you, including;

www.ChildLine.org.uk

www.Youngminds.org.uk

www.Relate.org.uk

www.Bullying.co.uk.

If matters are more serious and you feel you are at risk, you may need to consider contacting the police.

In school, what will happen next?

All reported incidents will be taken seriously, investigated and recorded as outlined within the Kemnay academy Anti-Bullying Policy.

You can expect the following actions to take place:

- A member of staff will speak to you to get the detail from you about what has happened. This information will be passed on to your Guidance teacher who will then work closely with you to seek a resolution to the matter, through open and honest dialogue, with appropriate sensitivity and privacy.
- Your Guidance teacher will discuss with you how you feel you want this tackled and move things forward with you. In some cases where the behaviour has been more serious, they may have to take a course of action that is more significant than you anticipated in order to ensure your safety and/or wellbeing. Your Guidance teacher will keep you informed at each stage as they work towards a resolution.
- All pupils involved will be spoken to, to ascertain the full picture. Where necessary further accounts will be sought from other potential witnesses.
- All pupils will be reminded they are accountable for their own actions and discussion about their individual role will be explicit. This is particularly important in incidents which involve several individuals.
- Once they have all of the information, your Guidance teacher will determine the appropriate course of action to address the bullying behaviour. They may have to discuss this with members of the Senior Management Team or other Guidance staff before taking this forward.
- They will discuss with you whether you want the opportunity to meet with the person who has or who you perceive has, been displaying bullying behaviour towards you for a restorative conversation. Restorative approaches enable those who have been harmed to convey the impact of the harm to those responsible, and for those responsible to acknowledge this impact and take steps to put it right. This allows relationships to be restored and encourages all parties to move forward after the incident.
- Consideration will also be given to whether anything more needs to be put into place to support you immediately in the period after an incident of bullying has taken place. For example do we need to look at seating arrangements within classes, do we need to allow you to leave class a few minutes earlier at class changeover times, do we need to provide regular times for you to meet with your Guidance teacher or would you benefit from a referral to the Pupil Support Worker. This list is not exhaustive and you will be asked what you feel would help you as well.
- The parents of all relevant parties will be informed of the incident. Where it is felt necessary, parents may be invited in to discuss the situation in more detail depending on the nature and severity of the incident.
- Please be aware that we cannot disclose to you any information regarding other pupils as we have to maintain confidentiality. This includes any detailed information on action that may have been taken by the school.

- Your Guidance teacher will continue to monitor the situation for you and follow up directly with you before providing a further update to your parent/carer. The timescales around this will have been discussed and agreed with you at the previous point of contact.
- If you have any further concerns regarding the behaviour of the other pupil(s) involved, you must inform your Guidance teacher immediately. Any further concerns raised will be addressed and matters will be followed up with a proportionate but increasing response.
- Your Guidance teacher will ensure an accurate record is made of the incident in line with the Kemnay Academy anti-bullying Policy.
- If you do not feel a matter you have raised has been resolved effectively, you must speak to a member of the Senior Management Team.

What do I do if I know someone else is being bullied?

If you have witnessed or you have been told that another pupil is experiencing bullying behaviour then you must talk to a trusted adult within school so that they can look into this and provide support to that pupil. At Kemnay Academy we promote a **'no bystander' approach**, which means all pupils are encouraged to stand up against inappropriate behaviour which includes bullying behaviour. If we know things are going on we can take steps to try to prevent it from continuing or escalating. Do not sit in silence, talk to someone, let us help. Wherever possible we will look to commend you for your efforts and provide whatever feedback to you that we can, whilst maintaining the confidentiality of the other pupils involved.

We want every pupil at Kemnay Academy to feel safe, comfortable and confident at all times and to be treated with respect by all members of the school community. Where this is not the case we must tackle this together. Do not sit in silence, talk to someone, let us help.