

## SAY 'NO' TO BULLYING!

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. This includes all prejudice based bullying such as racism, sexism, homophobia, biphobia, transphobia or prejudice and discrimination towards disability or faith. Here at Kemnay Academy we believe that everyone should be treated equally and with respect.

### 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. Bullying is behaviour that can make people feel hurt, threatened, frightened, vulnerable and left out or 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 who can support you to speak to an adult;
- 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;

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

### Once reported you can expect the following actions to take place:

Once your Guidance teacher is aware they will **work with you** towards a resolution, keeping you **fully informed** along the way.

- All pupils involved will be spoken to, including any potential witnesses.
- All pupils will be reminded they are accountable for their own actions.
- An appropriate course of action to address the bullying behaviour will be taken and SLT will be informed where necessary. The course of action will be decided on a case by case basis. In some cases where the behaviour has been serious, staff may have to take a course of action that is more significant than you anticipated in order to ensure your safety and/or wellbeing.
- The parents of all relevant parties will be informed of the incident.
- You will be offered the opportunity to meet with the other person for a restorative conversation, to allow you to move forward.
- You will be asked to consider other supportive measures that might help you, for example seating arrangements in classes
- Your Guidance teacher will continue to check in with you for a period of time after to ensure you have no further concerns and they will provide a further update to parents. **If you do have any further concerns you must tell your Guidance teacher immediately. All 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.

**Please be aware that we cannot disclose to you any information regarding the other pupils as we have to maintain confidentiality. This includes any detailed information on the action that may have been taken by the school against them for how they have behaved towards you.**



## 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.

**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.

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*Special thanks go to Katie Elrick for the illustrations used in the production of our Anti-Bullying literature.*



KEMNAY ACADEMY

## Anti-Bullying Guidance for Pupils

