

Kilmarnock Academy Anti-Bullying Respect for all Policy



Article 19 (Protection from violence):

Children have the right to be protected from all forms of physical or mental violence, injury or abuse.

Article 2 (Non-discrimination):

Protection applies to every child, regardless of race, gender, disability, or orientation.

March 2026



**BE HERE
BE YOU
BELONG**



Vision

Every young person in Kilmarnock Academy should be free from bullying behaviour.

Getting it right for every child (GIRFEC) in Kilmarnock Academy ensures that the child and their family are at the centre of policy and practice and that the views of the child, young person and their parents/carers are sought, listened to and taken into account when decisions are being made.

Values

Following consultation with pupils, parents/carers and staff, the following school values have been agreed:



Kilmarnock Academy is absolutely committed to upholding the school values and takes young people's views into account. The school has received Gold Rights Respecting School status, LGBT+ Silver Charter, When the Adults Change Partner School status and SCQF Gold Ambassador status.



Definition of Bullying

Bullying is face to face and/or online behaviour which impacts on a person's sense of physical and emotional safety, their capacity to feel in control of their life and their ability to respond effectively to the situation they are in. The behaviour does not need to be repeated, or intended to cause harm, for it to have an impact. Bullying behaviour can be physical, emotional or verbal and can cause people to feel hurt, threatened, frightened and left out.

Respect for All: The National Approach to Anti Bullying for Scotland's Children and Young People

It is also important to recognise that bullying can be more complex than it first appears and it can be dynamic. When it occurs, or is alleged, it represents a fundamental breakdown in relationships and in understanding. It should be the role of any intervention to restore this relationship (where possible) and provide those affected with the strategies to prevent reoccurrence and maintain and manage positive relationships in the future.

It is important that the person or people affected should have a role in defining the bullying behaviour that they are experiencing. It is the responsibility of the adults concerned (parents, carers and staff) to support, listen, respect and respond to the experiences of the young person as described by them. Thereafter, the incident will be most effectively managed through age-appropriate discussion and dialogue, using approaches that seek to restore relationships and address the root causes of the alleged bullying behaviour.

This approach is child-centred and founded on the principles of Getting It Right for Every Child.

We seek to promote respectful relationships based on care, trust, respect, honesty, kindness and justice, seeking to realise and harness the full potential of all our young people and bring out the best in them, especially in challenging situations such as those created by bullying.

It is important to recognise that young people will disagree, come into conflict, argue and sometimes stop talking to one another. Such behaviour is a natural part of growing up and learning to manage relationships.

We avoid the use of the terms 'victim' and 'bully' and talk instead about a 'person experiencing bullying' and a 'person demonstrating bullying behaviour'. Scottish Government guidelines say: 'Labelling children and young people as bullies or victims can be disempowering and unhelpful in changing their behaviour or supporting their recovery from being bullied. Labelling an action as bullying is a more effective way of motivating a child to change their bullying behaviour. This approach should be reflected in policy and underpin practice.' (Respect for All Guidance, Scottish Government)

Examples of Bullying Behaviours

<p>Being called names, teased, put down or threatened (face to face and/or online)</p>	<p>Being hit, tripped, pushed or kicked</p>	<p>Having belongings taken or damaged</p>
<p>Being ignored, left out or having rumours spread about you (face to face and/or online)</p>	<p>Sending abusive messages, pictures or images on social media, online gaming platforms or phones/tablets</p>	<p>Behaviour which makes people feel like they are not in control of themselves or their lives (face to face and/or online)</p>
<p>Being targeted because of who you are, or who you are perceived to be (face to face and/or online)</p>	<p>Increasing the reach and impact of bullying or prejudice through the recruitment and/or involvement of a wider group</p>	

The Role of Staff, Pupils and Families

<h3>Staff</h3>	<h3>Pupils</h3>	<h3>Families</h3>
<p>Kilmarnock Academy staff are very aware of the school's Respectful Relationships policy and of the role Pupil Support and SLT play in supporting pupils. They are aware that bullying should be reported to Pupil Support immediately.</p> <p>Staff are also aware of the roles played by other pupils in reporting bullying behaviour e.g. MVP mentors and they are actively involved in supporting this.</p>	<p>Pupils are encouraged to speak to their Pupil Support teacher during PSE lessons, the morning Wellbeing slots, intervals/lunchtimes or at any other appropriate time.</p> <p>Kilmarnock Academy Staff take a nurturing and inclusive approach to all young people and because of these positive relationships, many pupils report concerns to staff across the school. Pupils are supported and concerns are shared with PTsPS.</p> <p>All pupils are aware of and have access to a Wellbeing box which is located at the school's reception. This gives pupils an opportunity to share concerns anonymously.</p>	<p>Parents/Carers are aware of the school's open-door policy and are encouraged to speak to their child's Pupil Support teacher or relevant DHT at any time by telephone or by making an appointment. Parents/Carers can also make Pupil Support appointments at parents' evening.</p> <p>Many parents/carers also communicate with PTsPS via email or the school email address.</p> <p>Members of the Parent Council have completed Respect Me training. They promote this good practice amongst parents and carers.</p>

Kilmarnock Academy Anti-Bullying System



Article 19: Children have the right to be protected from all forms of physical or mental violence, injury or abuse.

1

IDENTIFY BULLYING INCIDENT

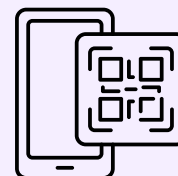
Where? When? Who? What?



2

REPORT

Report the incident to PTPS, Class Teacher, Campus Police Officer or RespectMe Ambassador. Scan the PTPS QR codes or post a note in the Respect Me letterbox.



3

INVESTIGATION

Staff members will investigate the incident.



4

REBUILD & RESTORE RELATIONSHIPS

Restorative meeting and/or appropriate actions agreed.
PTPS will log the incident and outcomes.



5

MONITOR & SUPPORT

Check in with those involved and offer further support as required.



QR Code Reporting System

NEED HELP? Scan the QR code to request to speak to your Pupil Support Teacher.

Mr Colville (Burns 1)

Mr Cartner (Burns 2)

Miss Bowie (Orr 1)

Mrs Snodgrass (Orr 2)

Mr Cowan (Fleming 1)

Mrs Simpson (Fleming 2)

Mrs Dalgleish (Wallace 1)

Miss Sharpe (Wallace 2)

WHAT YOU SAY IN HERE STAYS IN HERE unless...

- someone is hurting you
- you want to hurt someone else
- you want to hurt yourself
- you give me permission to share

respectme

We will always have time to listen to you!



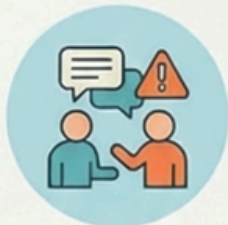
Kilmarnock Academy: A Community of Support and Respect

Support & Reporting Channels



Anonymous Wellbeing Box

Pupils can share concerns privately using the reception wellbeing box.



Immediate Bullying Reporting

Staff are trained to report bullying behavior to Pupil Support immediately.



Open-Door Policy for Families

Carers can contact Pupil Support teachers via phone, email, or appointments.



Roles & Training Standards



Dedicated Pupil Support Access

Support is available during PSE lessons, morning slots, and intervals.



'Respect Me' Parent Training

Parent Council members are trained to promote respectful practices among families.



MVP Student Mentors

Mentors in Violence Prevention (MVP) play a key role in peer support.

