



Kindness Policy 2020

Vision

We will develop the knowledge and skills we need for our physical, social, emotional and mental wellbeing now and in the future.

Aim of the policy

- ✓ To create a culture of positive relationships and kindness
- ✓ To ensure that all members of our school community are treated fairly, shown respect and value kindness, care and empathy for others
- ✓ To support our school community and to be accountable for our actions

Purpose of the policy

To provide simple, practical advice for staff, learners, parents, carers and our education partners that:

- ✓ Positively reinforces our values
- ✓ Celebrates success
- ✓ Places responsibility on us as individuals to make our whole school community a kind one

Our Values

- ✓ Ambitious
- ✓ Responsible
- ✓ Safe

How do we embed our Kindness Policy in all aspects of school life?

- ✓ By reinforcing our school values constantly through our Relationship for Learning Policy
- ✓ S1 – S3 Kindness Days
- ✓ Kindness Assemblies
- ✓ Kindness Ambassadors
- ✓ Kindness Club
- ✓ Our Kindness Ambassadors doing work within our Associated Primaries.
- ✓ Working with our Education Support Partners to embed our Kindness agenda into all work done in our school community.
- ✓ Recognise and celebrate acts of kindness
- ✓ Our Kindness Agenda being an integral part of our PSHE Programme.

Kindness ...it starts with you!

S1 / S2 Pupil Voice – November 2019

What language / behaviour are we expected to demonstrate at Braeview Academy:

- ✓ Respectful
- ✓ Good
- ✓ Kind
- ✓ Happy
- ✓ Polite
- ✓ Responsible
- ✓ Safe
- ✓ Ambitious
- ✓ Calm
- ✓ Caring
- ✓ Sensible
- ✓ Supportive
- ✓ Nice
- ✓ Helpful
- ✓ Friendly
- ✓ Hard working
- ✓ Appropriate
- ✓ Positive attitude

What language / behaviour do we not expect to see or hear at Braeview Academy:

- ✓ Swearing
- ✓ Cheeky
- ✓ Hitting
- ✓ Horrible
- ✓ Throwing
- ✓ Bullying
- ✓ Slagging people off
- ✓ Personal insults
- ✓ Insults about people's families
- ✓ Having belongings taken
- ✓ Being ignored

What can we do to challenge unkind behaviour at Braeview Academy:

- ✓ We can tell them to stop
- ✓ We can be a role model and always be kind to others
- ✓ We can tell a teacher
- ✓ Tell a trusted adult
- ✓ Stand up to the bullies
- ✓ We can refuse to join in with any unkind behaviour
- ✓ Ignore them
- ✓ Ask why they are doing it
- ✓ Stand up for yourself
- ✓ Ask how they are feeling
- ✓ Walk away
- ✓ Ask for help
- ✓ Don't encourage it
- ✓ Tell people who are being unkind how it is making you feel or how it might be making others feel
- ✓ Make sure we treat everyone the way we would like to be treated
- ✓ Don't make any unnecessary unkind comments
- ✓ Help people that you see getting a difficult time
- ✓ Don't encourage violence

What did Kindness Days make you reflect upon?

- ✓ Think about how other people may be feeling
- ✓ Think about how you treat others
- ✓ Be kind to everyone
- ✓ Understand how hard it is to be bullied
- ✓ Think before speaking unkindly
- ✓ Stand up for others
- ✓ Understand that bullying and being unkind is wrong
- ✓ Respect people
- ✓ Kindness makes people feel good
- ✓ When people feel good they feel better about joining in, with school, with clubs and with friends
- ✓ Kindness costs nothing
- ✓ Treat others as you would like to be treated yourself.
- ✓ Being unkind is not fair to others and I don't want to allow it to happen

If we challenge people who are unkind what problems in society can we help stop?

- ✓ Bullying
- ✓ Cyber-bullying
- ✓ Racism
- ✓ Sexism
- ✓ Homophobia
- ✓ Fighting and violence
- ✓ We can keep people safe
- ✓ People feeling sad, anxious and insecure
- ✓ People feeling suicidal because of bullying
- ✓ Discrimination against disability
- ✓ Stop cruelty to children and animals
- ✓ Vandalism
- ✓ Discrimination against age group (all teenagers are not troublemakers!)
- ✓ Young people staying off school because they don't feel included (this will improve their attainment and achievement)

What should you do if you are being bullied or if someone you know is being bullied?

- ✓ Tell a teacher
- ✓ Tell a trusted adult
- ✓ Tell a friend
- ✓ Ask the person bullying you why they are being so unkind

What should you expect to happen if you (or someone you know) is being bullied?

You can expect support which will help to overcome situations of bullying behaviour or to change bullying behaviour. This may be given through;

- ✓ Restorative conversations and restorative approaches
- ✓ Parental communication and involvement
- ✓ Personal support for young person or group of young people
- ✓ Peer support if appropriate
- ✓ Targeted work with partner agencies
- ✓ Continued encouragement for our whole school community to demonstrate our values and to demonstrate kindness as per our Relationships for Learning policy and our Kindness Policy.
- ✓ That an incident of bullying is recorded on a person's record on the Bullying and Equalities module within our school computer system.

P7 Parent Voice – November 2019

What does the word kind mean to you?

- ✓ Being nice to others
- ✓ Helping others when they are struggling
- ✓ Sharing with others
- ✓ Having respect for everyone
- ✓ Include people

What message do you feel our school should deliver regarding kindness?

- ✓ Everyone should help and support one another
- ✓ Treat others the way you would like to be treated yourself
- ✓ Inclusion for all
- ✓ Everyone is different but we are all as important as each other

In what ways can we educate and support your child about the value of kindness?

- ✓ Teach them to be respectful to other people's feelings and situations
- ✓ Group activities and role plays are a good way to educate children
- ✓ That kindness can be the key to help people who maybe look like they don't 'deserve kindness'
- ✓ Try and allow pupils to understand the consequences of bullying

What actions can we put in place if kindness is not being shown to pupils.

- ✓ Ensure that the pupils know that there is always someone there to support them
- ✓ Big emphasis on friendship and support
- ✓ Encouraging kindness as often as possible

It's every child's right not to be bullied. Children's rights are unique in that many of them, although designed for safety and protection of children, have to be provided for by adults and the government. Respect For All, 2017

