

Anti-Bullying Week 2021 : One Kind Word

15-19 November 2021



Kindness is more important today than it has ever been. The isolation of the last year has underlined how little acts of consideration can break down barriers and brighten the lives of the people around us. This is one of the reasons, that **'One Kind Word'** has been chosen as the theme of this year's Anti-Bullying Week.

In a world that can sometimes feel like it's filled with negativity, one kind word can provide a moment of hope. It can be a turning point. It can change someone's perspective. It can change their day. It can change the course of a conversation and break the cycle of bullying.

5 Days of Kindness Challenge

[respectme's](#) '5 Days of Kindness' challenge is a social media campaign which is launched this week. It's a simple challenge for everyone across Scotland to participate in to help share kindness. All you need to do is commit to one kind action every day of Anti-Bullying Week.

Why not download and complete the '5 Days of Kindness' pledge card and share this on social media, or simply share the #5DaysOfKindness social media graphics and add why you're taking part.

Throughout the week, share some images to reflect your kind acts using the hashtag #5DaysOfKindness - we have no doubt you doing this will inspire others to get involved!

The challenge aims to start a chain reaction of kind words and kind acts that can share message of hope and positivity. By spreading kindness, we champion how kindness can halt hurtful behaviour in its tracks.

Need some inspiration? Here are some examples

- Donate to a foodbank.
- Start a conversation with someone new.
- Tell someone they are doing a good job.

- Hold a door open.
- Ask someone if they are okay

Help to spread the word

One of the most effective ways to spread the word about Anti-Bullying Week and of your involvement with this year's theme is through social media.

[@_respectme_\(Opens in a new window\)\(Opens in a new window\)](#)

[@respectme.scotland](#)

Kindness in the Workplace

Small acts of kindness can make a big positive difference. As well as helping others to feel more welcome and support, kindness can also support your own wellbeing and physiology. Below are listed a few ways that you can help spread kindness in the workplace, whether you are working on site or at home:

Gratitude: Gratitude is a feeling of 'appreciation' and a great tool to use as part of positive psychology. Practicing gratitude at work can help us to become more mindful and compassionate towards others.

Remember to ask "how are you"?: Typically we may have asked this question face to face with colleagues, but with many staff working from home it's important we still find those moments to check-in, such as calls or through virtual coffee mornings.

Reach out to new colleagues: Making new friends can feel a little daunting when you're new, especially if you're working online a lot of the time. Inviting new colleagues to lunch or to a virtual coffee break is a great way to help them feel welcome and included.

Offer to help: if you notice someone is having a bad day, or is having to work extra hours, offering a helping hand can make a big difference to how that person is feeling. Taking the time to listen to someone else's struggles can help to lighten the load.

Offer praise: Offering praise to colleagues for achievements and hard work will help to create a culture where staff feel valued and rewarded. It can also help to boost morale and help drive performance.

Say "thank you": don't forget to say "thank you" to colleagues when they have helped you out or made the extra effort to make you feel welcome. This type of gratitude can help people to feel appreciated and more positive about themselves.

For more information on acts of kindness, see the [Kindness Matters Guide](#) by Mental Health UK.

Anti Bullying Information

The council is committed to protecting its staff from bullying, harassment and discriminatory behaviour whether it originates in the workplace or from the council's clients, service partners or customers. In support of this, the council has developed a number of policies and guidance including acceptable behaviours at work. Details of all these policies can be found in [HR Mytoolkit - Bullying and Harrassment](#).

If you feel you are being subjected to bullying and harassment at work, contact your line manager in the first instance who will be able to support you. If you feel uncomfortable approaching your line manager directly, you can contact your Senior Management Team or HR to discuss further.

The Council's [Mental Wellbeing](#) contained in the Four Pillars of Wellbeing toolkit includes information on the internal and external supports available to support staff who are experiencing mental health issues including access to the Council's EAP which can support staff in issues surrounding bullying and harassment.

The [Anti-Bullying Alliance](#) can also provide resources and a list of supports if you feel you are being subjected to bullying and harassment behaviour.

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