



BULLYING & HARASSMENT

(Academic Year: 2014-2015)

Almost half of all children and young people (46%) say that they've been bullied at some point during their time at school or college, according to the Tellus4 National Report, carried out in 2009.

What is bullying?

Bullying is a conscious willful, deliberate, hostile, repeated behavior by one or more people which has the intent to harm others. It can take many forms: from teasing and spreading rumours to pushing someone around and causing physical harm. It often happens in front of other people. It includes name calling, mocking, kicking, taking belongings, writing or drawing offensive graffiti, messing around with people's belongings, gossiping, excluding people from groups, and threatening others.

Cyberbullying is increasingly common both inside and outside the workplace. Cyberbullying is any form of bullying that involves the use of mobile phones or the internet. Examples of this are sending an offensive text messages and/or emails, circulating degrading images on the internet, or impersonating someone on social networking sites such as Facebook.

What is harassment?

Harassment is unwanted conduct that has the purpose or effect of violating or creating an intimidating, hostile, humiliating or offensive environment.

Why are people bullied?

Young people are bullied for all sorts of reasons. It can be due to their race, their religion, their appearance, their sexual orientation, because they have a disability or because of their home circumstances. People are bullied for being black, white, fat, clever, gay or red-haired, for having different hobbies/interests from their peer group, or simple because the instigator deems it banter. But people are sometimes picked on for no reason.

The effects of bullying

Bullying makes the lives of its victims miserable. It undermines their confidence and destroys their sense of security. Bullying can cause sadness, loneliness, low self-esteem, fear, anxiety and poor concentration, and lead to self harm, depression, suicidal thoughts and, in some cases, suicide.

Bullying can also affect attendance and progress at college or work.

Definition:

ban·ter - an exchange of light, playful, teasing remarks; good-natured raillery.

nick·name - a name added to or substituted for the proper name of a person, place, etc., as in affection, ridicule, or familiarity:

Source: <http://dictionary.reference.com>

Useful Numbers:

Childline	0800 1111	Bullybusters	0800 169 6928
Bullying UK	0808 800 2222	www.bullying.co.uk	Cybermentors www.cybermentors.org.uk



What do I need to know?

- Harassment and bullying are illegal and are considered as forms of discrimination under the Equality Act 2010
- *Stalking* – is pestering an individual in person, in writing (including electronic) or on the telephone. This can be alarming the recipient, causing them distress, spying on them, threats (verbal and physical).

If you're being bullied, you may feel isolated or frightened. You may be finding it harder to make friends or to talk to people. You don't have to put up with the bullying.

To stop the bullying, speak to someone. Asking for help is not a sign of weakness. It's the first step to resolving a situation that's not acceptable. Everyone has a right to feel safe in the workplace and your employer is obliged to prevent all forms of bullying.

- Keep a record, and save any nasty texts or emails that you've received.
- If possible, stay away from the bullies, or stay with a group when you don't feel safe.
- Ask your mates to look out for you.
- Try not to fight back, as you could get into trouble or get hurt.
- Ask your TTE's anti-bullying policy. You will have been issued with a copy during your induction. Ask if you need another copy.

There are many people who will listen and help. Tell someone you trust. If you feel you can't talk directly to any of these people, write them a note.

TTE LINES OF SUPPORT FOR TRAINEES WITH ANY CONCERNS

If anyone has any concerns or needs someone to talk to, TTE offers the following options for you

- Fellow trainees
- Group Mentor
- Training Officers
- Review Mentor/E&D Officer
- Deputy Training Manager
- Training Manager