



What is bullying?

It is important that schools and organisations supporting young people have a shared definition of bullying.

The National Anti-Bullying Alliance defines bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face, online or both.

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance
- intentional

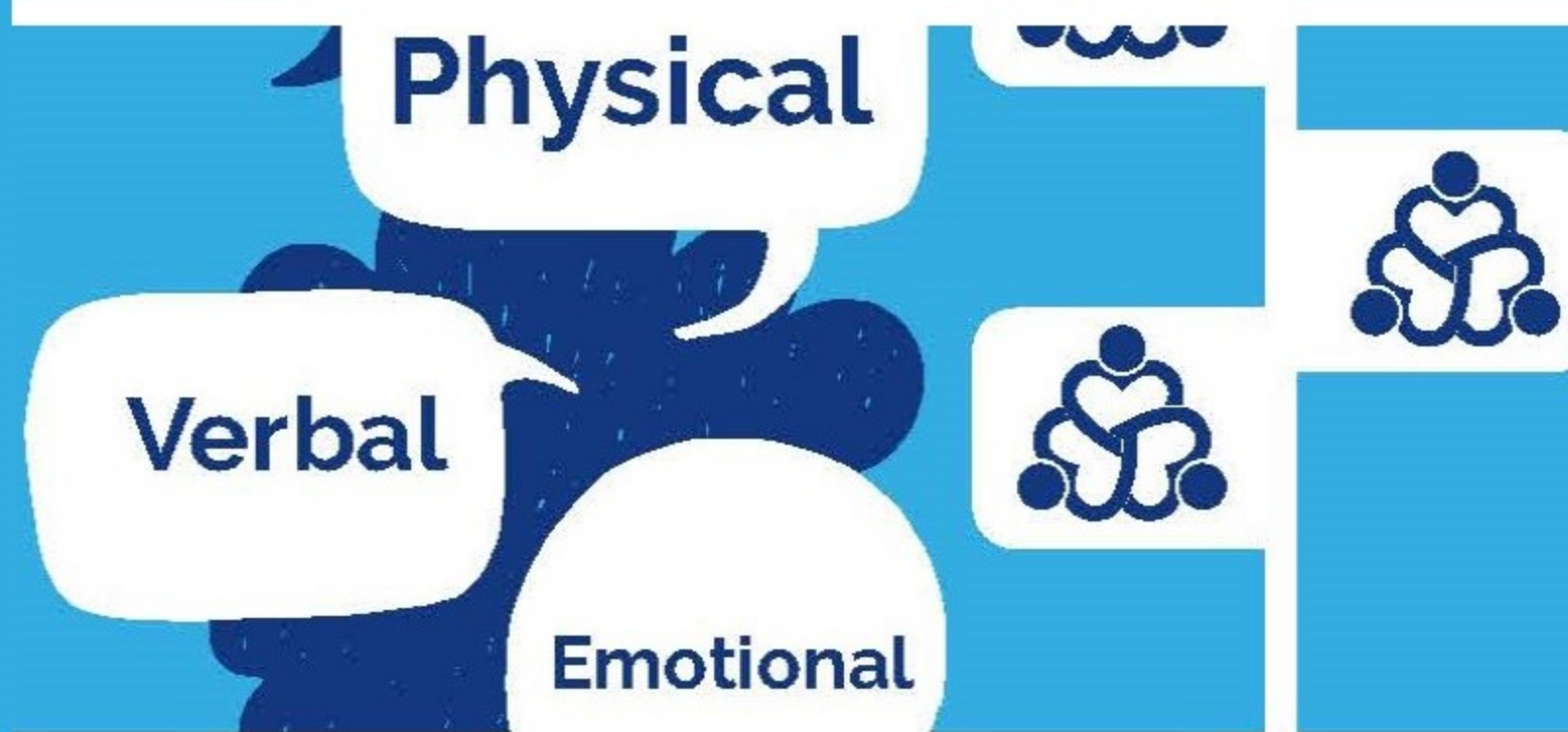
Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

What is bullying?

“Sometimes bullying is invisible or when it does happen, not everyone is aware of it.”

Young Person quote



How to tackle bullying

To prevent and tackle bullying it is vital to understand the roles involved.

There is always a clear 'Bully' role and a 'Victim' role and both need to be handled with care and sensitivity.

Tips

- It is well researched that bullying causes long term damage to both the person on the receiving end, and those who bully
- It is not a young person's fault if they are bullied. Never tell them to just ignore it, or to change who they are. It is the people doing the bullying that need to change their behaviour and their attitude
- Talk to the bully- there could be a serious reason behind their behaviour which also needs your support
- Avoid gender stereotypes. Anyone can be capable of bullying behaviour and it has a serious impact on both boys and girls
- Make it clear how anyone can report bullying. If a young person tells you they are being bullied – take what they say seriously
- Tell them that together you will make it stop and record all your actions

- Acknowledge bullying happens and create a talking culture in your school where any hurtful behaviour can be brought out in the open, discussed and dealt with.
- Make sure your Anti-Bullying Policy is up to date, freely accessible and regularly promoted
- Challenge all forms of offensive or discriminatory language in your school or organisation (eg homophobic and transphobic comments, sexist and sexual language, racist and faith targeted comments, disablist words)
- Take time to talk to young people about what it feels like to be in your school or organisation, whether there are any bullying hot spots – and if there is anything you could do differently to stop bullying
- Make young people and parents aware of the services that can provide support

To find services that can help young people who are being bullied, as well as helping the bully understand their behaviour, visit www.howareyoufeeling.org.uk

Contact HeadStart Hull if your school or organisation would like further support, for example, writing or updating an Anti-Bullying Policy, email Headstarhull@hullcc.gov.uk