

learning skills partnership  
your partners in learning



# Anti-Bullying

#antibullyingweek

☎ 01482 338844  
🌐 [www.learningskillspartnership.com](http://www.learningskillspartnership.com)

🐦 @LSP\_Skills  
✉ [info@learningskillspartnership.com](mailto:info@learningskillspartnership.com)



# Anti-Bullying

## What is bullying?

Bullying takes place in many forms, it is not just being physically violent towards another person. Bullying can be physical, verbal, psychological or social and can happen to anyone at any age within any setting, whether at school, at the workplace, online or at home.

Bullying is repeated aggressive behaviour by a person or a group that is directed at another person or group, and is intended to cause harm, distress or fear. Bullying can include spreading rumours about someone, attacking someone physically or verbally, making threats to someone, or deliberately excluding someone from a group. Bullies often try to justify their behaviour by finding something different about the person they are bullying, this can include how they express themselves, how they look or what they do. But just because the person is different this does not mean they can be to blame for getting bullied, there is never any justification for this behaviour towards others.

Whatever form of bullying that takes place, this can have a huge impact on a person's life, impacting their mental health and self-esteem. People experiencing bullying may feel self-conscious and feel like they aren't worth help and nobody likes them. They may find it hard to eat and sleep, and feel sad, scared or overwhelmed. Most young people who have been bullied find it hard to feel safe or confident in what they do, leading them to give up what they enjoy doing and isolate themselves from others.

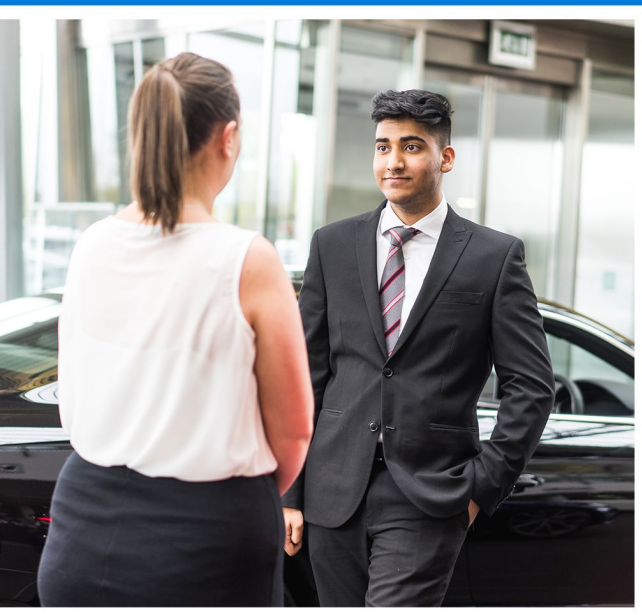


# Bullying and Mental Health

Bullying can have a huge impact on mental health and can even effect you in the future. Recent research shows that if you are bullied as a child or teenager, you are twice as likely to use health mental services as an adult. It doesn't matter where and how you are being bullied, you are not alone and you deserve support to get you through it.

## You might be feeling:

- Depressed, sad, tearful and low
- Anxious and worried all the time
- Sick more often and/or have stomach pains
- Angry and stressed
- That nobody likes you or that you're not worth anything
- Helpless and hopeful
- Like hurting yourself or others - if you are having thoughts like these it is important to get help straight away.



## You might:

- Not want to be around your family and friends as much as usual
- Find it hard to concentrate
- Not enjoy the things you used to enjoy
- Have trouble eating or eat too much
- Throw up after eating
- Drink too much alcohol or use drugs
- Have trouble sleeping or sleep too much
- Have flashbacks or nightmares

If you feel like you want to end your own life, it is important to get help straight away. If there is nobody nearby to talk to, you can call 999 and ask for an ambulance or go to the nearest A&E.

# What to do if you or someone else is being bullied

## **Ask for help**

If you have already told someone and nothing is being done then ask for further help. Be open with others on how you think they can help you and find out what support is available to you. If you're being bullied online, this can be reported to the site where it is taking place. Many people find asking for help daunting. If you or someone you know are finding it difficult to cope and are experiencing thoughts of suicide when there doesn't seem to be a way out then it is important to get support, you are not alone and there is always help available.

## **Remember bullying is not your fault**

It is never your fault that you are being bullied. No-one deserves to be bullied and everyone has the right to feel respected and safe at all times, either at school, in the workplace, amongst friends, online and at home.

## **Don't keep it to yourself**

It is important to tell someone as soon as you can. Don't try to ignore it or keep it to yourself. Telling someone you trust may make you feel more at ease, this could be a friend, teacher, family member, colleague, a parent or carer.

## **Counselling or therapy**

Talking about how things are effecting you can be a huge help, especially whilst in a safe place and without any judgement from others. There are many ways you can access counselling or therapy such as at school, college, your GP, privately or through local charities. You can also access telephone or online counselling if this would suit you better.

## **Self-care**

It is important that you continue to do things that you enjoy and look after yourself. Ensure to keep up with your hobbies, have time to relax and have a break from social media if you are being bullied online. Surrounding yourself with people who treat you well can also be a big help and they can be used for support too.

# Bullying at Work

## What is workplace bullying?

Bullying can involve rudeness and arguments, but it can also be more subtle. Forms of bullying can include:

- Overloading people with work
- Excluding and ignoring people or their contribution
- Spreading malicious rumours
- Unfair treatment
- Picking on or undermining someone
- Denying someone's promotion opportunities or training

## Get advice

If you are being bullied in the workplace you should speak to someone about how you might deal with the problem informally. This person could be:

- Your manager or supervisor
- Someone in your the HR department
- An employee representative, such as a trade union official
- Your LSP tutor or a member of our Safeguarding team

## Make a formal complaint

Making a formal complaint is the next step if you cannot solve the problem informally. To do this, you must follow your employer's grievance procedure.

## Legal action

Sometimes the problem continues even after following your employer's grievance procedure. If nothing is done to put things right, you can consider legal action, which may mean going to an employment tribunal. It is important to get professional advice before taking this step.

# Signs of Workplace Bullying

Workplace bullying can take shape or form in many different ways. You may be questioning whether what you are going through is workplace bullying and a lot of this depends on if you actually are feeling bullied or harassed by a particular individual or a group of people. There are many instances of bullying behaviour in the workplace, such as the following:

- Shouting, threats or aggressive behaviour
- Being criticised, having responsibilities or duties taken away without good reason
- Being put down or made to feel like the butt of the jokes
- Being ignored, victimised or excluded regularly
- Being picked on in front of others or in private
- Being mocked or attacked by members of staff
- Spreading malicious rumours about members of staff
- Making threats about job security without any basis
- Misuse of power or position to make someone feel uncomfortable or victimised
- Blocking promotion or progress within the workplace



These are just a few signs of bullying and there are many more. It is dependent on the organisation or the industry too. Unfortunately, bullying can take its toll on your health and well-being. If you do feel that you are under duress, please do make an appointment with your GP so that you are able to get support for this. It is important to keep a diary of all incidents with times, dates, witnesses and what happened. This will help you enormously, especially if you decide to take this further.

# Bullying Helplines

## **National Bullying Helpline**

Tel: 0845 22 55 787

[nationalbullyinghelpline.co.uk](http://nationalbullyinghelpline.co.uk)

## **Childline**

Helpline: 0800 1111

[www.childline.org.uk](http://www.childline.org.uk)

## **NCPCC**

Tel: 0808 800 5000

Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

[www.nspcc.org.uk](http://www.nspcc.org.uk)

## **ACAS**

**(Advisory, Conciliation & Arbitration Service)**

Helpline: 0300 123 1100

Guidance for employees: [acas.org.uk](http://acas.org.uk)

## **Kooth**

[kooth.com](http://kooth.com)

## **Bully Busters**

Helpline: 0800 169 6928

[bullybusters.org.uk](http://bullybusters.org.uk)

## **The Mix**

Helpline: 0808 808 4994

[themix.org.uk](http://themix.org.uk)

## **Childnet International**

[childnet.com/young-people](http://childnet.com/young-people)



Find out more:

**[www.learningskillspartnership.com](http://www.learningskillspartnership.com)**

or call **01482 338844**

**16 Waterside Business Park**

**Livingstone Road**


**Hessle**

**HU13 0EG**

 **@LSP\_Skills**

 **info@learningskillspartnership.com**

 **LearningSkillsPartnershipUK**

 **Learning Skills Partnership**