

Recognising Bullying

Bullying behaviour is always unacceptable because it is harmful to the person who is bullied and can, in some cases, lead to lasting psychological damage.

Bullying is defined as offensive, intimidating, malicious, insulting behaviour and/or an abuse or misuse of power that undermines, humiliates or denigrates. Bullying is a form of abusive behaviour, psychological or physical, which hurts or causes distress by taking unfair advantage of another person in some way, making the victim feel uncomfortable or threatened.

It is usually **deliberate and intended to hurt**

Examples of behaviour which is likely to constitute bullying

- psychological intimidation, humiliation, excessive and/or unreasonable criticism or fault-finding of any colleague, peer or student
- asserting a position of superiority in an aggressive, abusive or offensive manner, including via electronic media
- preventing access to resources
- unfair allocation of work and responsibilities or setting unreasonable goals or targets in work
- abuse of power or behaviour that causes fear or distress for others
- acting unreasonably by failing and refusing to listen, reflect and take appropriate account of the position or needs of other
- treating staff and students in an unprofessional manner, or refusing to follow agreed and fair procedures
- physical - hitting, kicking, pushing people around, spitting; or taking, damaging or hiding possessions;
- verbal - name-calling, taunting, teasing, insulting or demanding money;
- exclusionary - intimidating, isolating or excluding a person from a group;
- general unkindness - spreading rumours or writing unkind notes, phone texts or emails; or

Bullying may also be:

- sexist - related to a person's gender;
- racist, or regarding someone's religion or culture;
- related to a person's sexual orientation (homophobic);
- related to a person's home circumstances;
- related to a person's disability, health or appearance;
- sexual - talking to or touching someone in a sexually inappropriate way.

Cyberbullying is the use of the internet, mobile phones, social networking sites (such as Facebook, Twitter, Instagram and Linked in, email messaging, etc) to deliberately upset someone else with offensive and/or humiliating material or comments.

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