

Bullying...Challenges and ways forward.

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About *respectme*

- Our aim is for all children to live free from bullying and harassment
- *respectme* offers advice, support and training on policy and practice development
- *respectme* works with all adults to have a role to play in the lives of children and young people
- *respectme* offers practical advice and guidance to deal with bullying wherever it takes place
- *respectme* campaigns to raise awareness of bullying and the impact it has on children and young people

Exercise

- In groups of three or four
- Discuss common myths that you have heard about bullying
- What impacts do these myths have on the way that bullying incidents are dealt with?
- Feed back to the rest of the group

What is Bullying Behaviour?

- Bullying behaviour is behaviour which can be physical, emotional or psychological.
- It can be rooted in ignorance or disrespect.
- It can make people feel frightened, distressed, fearful, anxious, depressed or demeaned.
- It can be something which is intentional or unintentional.
- It can be something which happens once or on a number of occasions.
- It represents a dysfunctional relationship.

This behaviour can be...

- Being called names, teased, put down or threatened
- Being hit, tripped or kicked
- Having belongings stolen or damaged
- Being Ignored, left out or having rumours spread
- Receiving abusive text messages or emails
- Behaviour which makes people feel like they are being bullied
- Being targeted because of who you are or who you are perceived to be

What is Bullying Behaviour?

- What about **impact**?
- Is **intent** required?
- Does the behaviour have to be **persistent**?

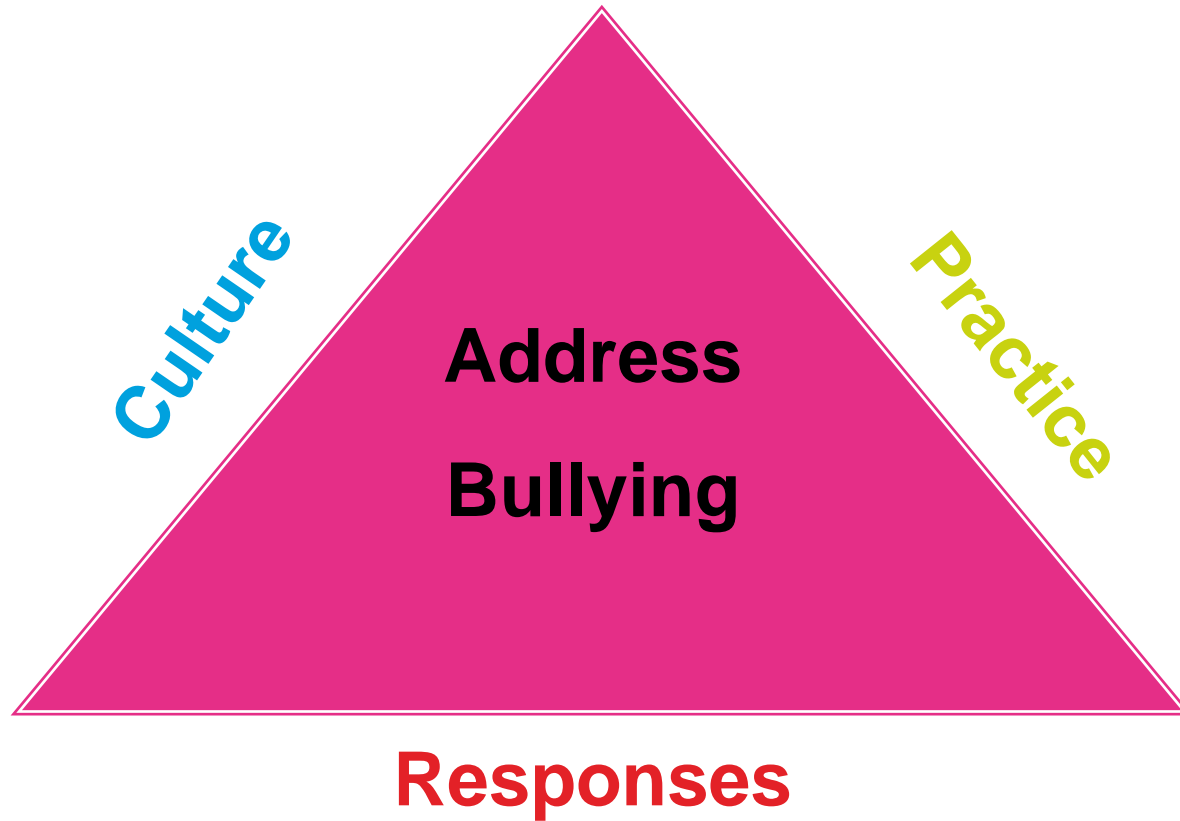
What issues do YOU face?

Predictability and Consistency

The impacts of bullying behaviour

- School attendance
- Eating disorders
- Violence towards others
- Suicide
- No aspirations
- Self-harming behaviours
- Depression
- Bullying behaviour

Finding a way forward



Policy

- Organisational commitment
- What is expected of you
- What is expected of the organisation
- What is expected of the children and young people
- What you can all expect of each other
- Only as good as the subsequent practice
- *respectme* has training and resources on this.

My responses...

- Active listening skills
- Natural consequences
- Name behaviour, do not label individuals
- Address prejudices
- Proactive ways
 - Art/drama
 - Collaboration on behaviour pledges/unit rules/policy
 - Celebrate diversity, challenge language
 - Care planning
 - Staff training

Summary

Each of us, as an individual and part of an organisation, need to take responsibility in recognising this behaviour is taking place.

We can't see it as someone else's responsibility, or as an acceptable part of growing up and we must all do something about it.

Conclusion

**Bullying is never acceptable.
It is not a normal part of growing up.**

**It does not build character – trust, acceptance,
consistency and safety builds character.**

**We must all be good role models in the truest sense and
remember – we can make a difference!**

Contact **respectme**

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Thank you

Questions?