

# BULLYING at WORK

Does this affect you or someone you know?

Bullying has become more widespread in schools as stressed managers pass the pressure on. Bullying is not 'effective management'. It should not be tolerated in schools.

## Bullying includes

- ignoring or excluding an individual;
- persistent criticism;
- removing or changing areas of responsibility;
- personal insults;
- setting menial or demeaning tasks;
- inconsistent demands;
- setting unrealistic deadlines;
- always shifting the blame;
- sudden rages, often for trivial reasons;
- allocating difficult children or classes.



Bullies often target victims in "sequence" - having subdued one person they then move to another. Is there evidence of bullying at your school? Personal confrontation of a bully is only likely to succeed in the early stages of the problem and victims should seek support.

**If you think you may be being bullied :-**

- Contact the NUT Office for guidance.
- Talk to the NUT Rep or a trusted friend about your experiences.
- Keep a written record of all incidents with the bully including dates and witnesses.
- Some incidents may need reporting to the LEA such as acts of violence, verbal abuse etc. Contact the NUT Office for guidance.
- Ask your NUT Rep to help you to resolve the problem.
- If you think someone else is being bullied offer them support and encourage them to follow these steps.



## YOUR UNION CAN HELP

OFFICE AT 22 EDMUND ST., BRADFORD. PHONE 414664.

