



As a teacher:

What should you  
do?

&

What should you  
not do?

# The Do's

## ***Stop the bullying immediately.***

Stand between the bullied student and the bully(ies), blocking eye contact. Don't send any bystanders away. To avoid escalating the tension, wait until later to sort out the facts. Talk to the parties involved separately once they are calm.

## ***Refer to school rules regarding bullying.***

Speak in a matter-of-fact tone of voice to describe what you heard or saw. Let all students know bullying is always unacceptable.

## ***Support the bullied child.***

Do this in a way that allows him or her dignity and to feel safe from retaliation. Make a point to see the child later in private if he or she is upset. Increase supervision to assure bullying is not repeated

### ***Offer guidance to bystanders.***

Let them know how they might appropriately intervene or get help next time. Tell them you noticed their inaction or that you're pleased with the way they tried to help.

### ***Impose immediate consequences.***

Wait until all parties have calmed down. Do not require that students apologize or make amends that may be insincere. The consequences should be logical and connected to the offense. A first step could be taking away social privileges i.e. recess or lunch in the cafeteria.

### ***Notify colleagues and parents.***

Let the bully know he or she is being watched.

### ***Follow up and intervene as necessary.***

Support the bullied child and the bully, enabling them to vent feelings and recognize their own behavior. The bully may need to learn new methods of using his or her power and influence in the classroom.

# The Don'ts

## ***Do not confuse bullying with conflict.***


Bullying is a form of victimization, and addressing it as a "conflict" downplays the negative behaviour and the seriousness of the effects. Educators should strive to send the message that "no one deserves to be bullied," and to let the bully know the behaviour is wholly inappropriate.





# Bystander Effect

How is this  
relevant to  
bullying?



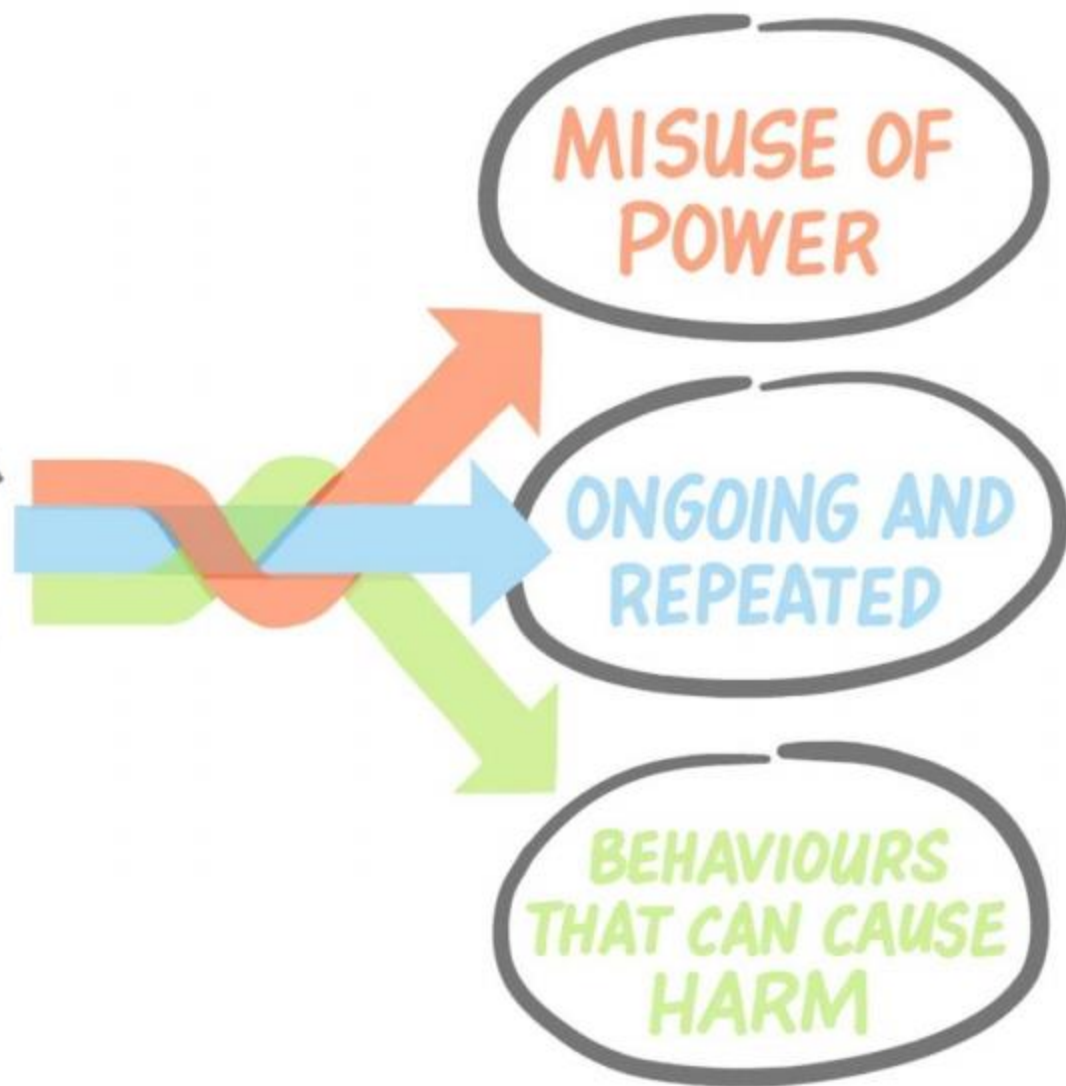
# Bullying

## WHAT IS BULLYING?




National Definition for Schools

# Bullying

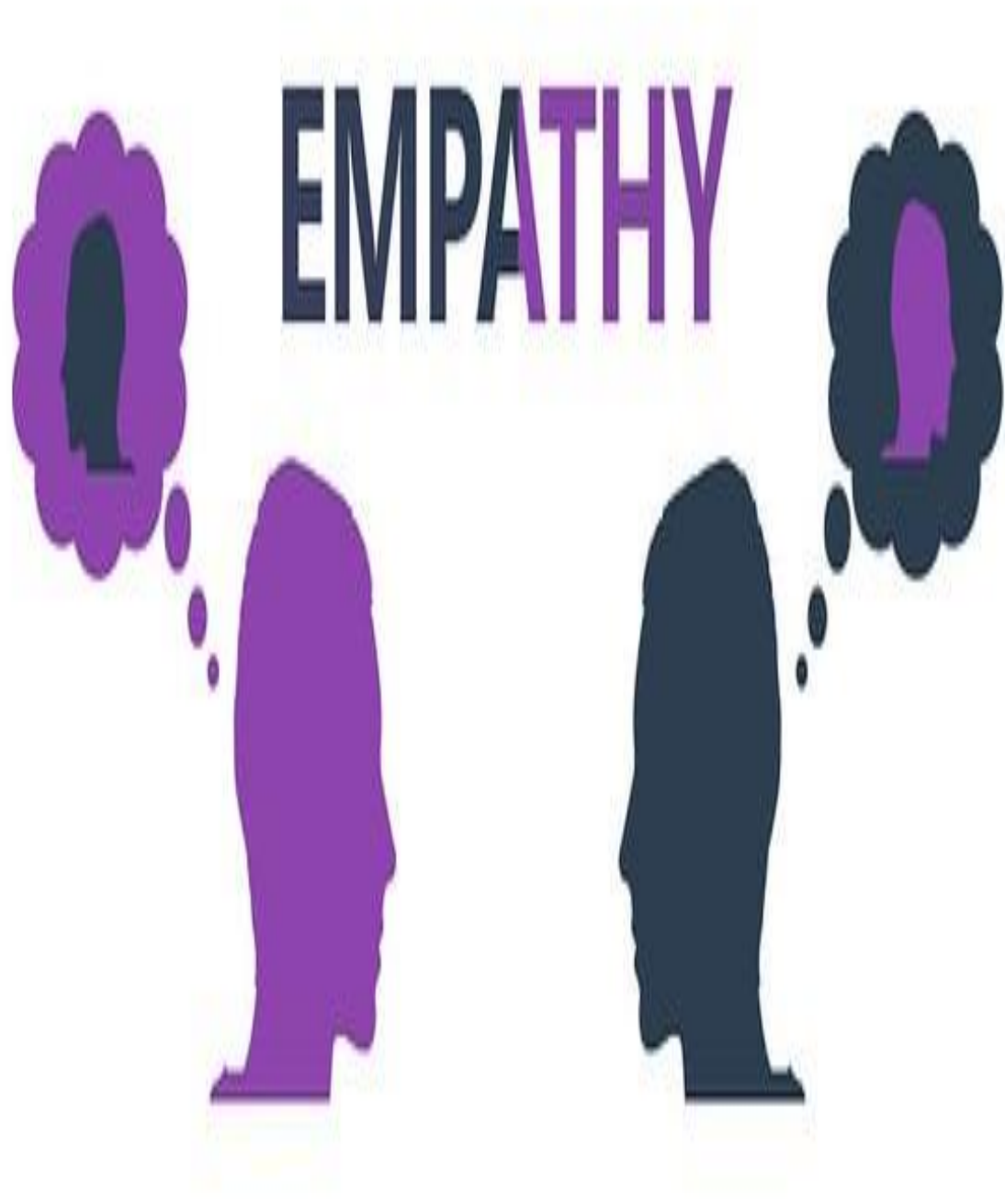


## How to stop a bully





What are the key  
learning points  
from that video?  
Discuss in groups



## Part 1 - I'm a teacher not a psychologist! But I can...

Dealing with the shame/embarrassment of the bullied student....

1. I see what you are going through....
2. I see how hard this is for you....
3. I care about you and I want you to be happy in my class....
4. I'm so sorry you have to go through this....

# Share your experience



Part 2 - I'm a teacher not a psychologist!  
But I can...

Share personal experience in a way that helps students who are being bullied

Why?

# Students feel like they are the only one



Bullied students feel isolated, ashamed and reluctant to talk. Sharing personal experiences can help but must be done right



We should be careful with this because we don't want to dump our pain on our students



Here are some tips on sharing personal experience

# How to share personal experience part 1

- ▶ Find an experience in your life that is somewhat similar
- ▶ Say something like... 'when I was (being left out or picked on) this is how I felt.... (lonely, rejected, sad)
- ▶ This shows students that they are not the only one
- ▶ Important: This should be a story that has been fully emotionally processed. If it is a story that still brings up pain this would not be appropriate.
- ▶ Model behaviour: Being vulnerable with emotions – working through them and processing them – sharing them with others - feeling better and working towards solutions



# How to share personal experience part 1

- ▶ Emphasize that these feelings (the ones from your story and the feelings your student is feeling) are normal
- ▶ Emphasize that other students feel these feelings too
- ▶ Every student experiences being lonely, isolated or rejected in some way – maybe not at school, maybe at home
- ▶ Loneliness, isolating, rejection are normal human experiences
- ▶ 'There is nothing wrong with you for feeling these feelings'
- ▶ You have these feelings because you are going through something hard, it doesn't mean that there is anything wrong with you, your feelings while tough, are normal

# It's not your fault



Part 3 - I'm a teacher not a psychologist!  
But I can.....

People who are bullied assume it's their fault.

1. A bully's behaviour is not about you, it is connected to their own pain.
2. Problems inside a bully are like garbage, when they are mean they are dumping the garbage on you.
3. Think about the bully. What is their life at home like? Do they feel insecure?
4. What do you do when you feel pain? E.g. reject people before they reject you?

A large orange circle is positioned on the left side of the slide, partially cut off by the edge.

## Part 4

### How to empower victims of bullying

Students who are bullied feel powerless, unlikable and that it's never going to end.

What can we do?


Help students to find their power.

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Show them that they have  
the power to change what  
they are going through

How can we do this?



'You have  
power over  
your  
reactions'

We can't help what people are doing to us but  
CAN decide how we respond to it.

As soon as your students start understanding  
that the sooner the whole situation starts to  
change for them.





'If you do something different things WILL change.'

Throwing a ball. If you don't throw the ball back they are going to get bored and do something else. What represents 'throwing the ball back'?


You want to re-enforce that it's not fair that they have to be the one to change – the other person *should* be the one to change. BUT we don't want your students to get stuck in that sense of unfairness.

Even though the other person (the bully) *should* be changing; your students still have the power to do something different

Changing reaction => Changing the dynamic => process of empowerment



'What can  
you do?'

- Help them brainstorm this
  - What are some different reactions you could have?
  - What are some different ways you can handle this?
  - What can you do to feel a bit better?
  - When they are bullying you can you turn it into a joke? Can you walk away?
- 

It doesn't really matter what they pick as long as they're doing something different that they have chosen they will start to see that they have power.

A power that has nothing to do with what the other person is doing.

They will start to see that their actions can become completely independent of what the bullies are doing



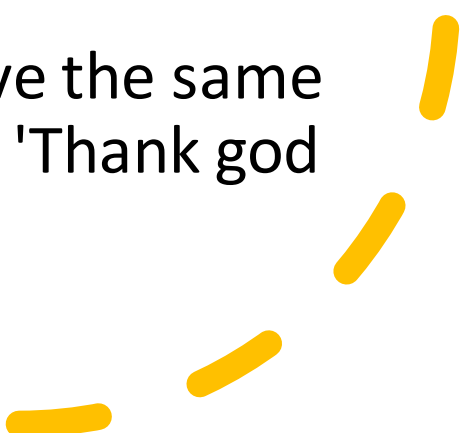


'Find friends  
that  
appreciate  
you'

It's much easier for students to get perspective when they find a peer group that understands them and shares their interest and values

Suddenly, they realise that they don't have to listen to those people that are being mean to them **because** they have the support of people validate who they are as a person

When students meet people who have the same interests as them there is huge relief. 'Thank god I'm not the only one'





What do we know about the bully?

What do we know about bullies?





Back to kindness