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internet safety

Understanding the Bully

This booklet forms part of the
Happy Kids and Happy People Don't Bully Workshops

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This booklet forms part of the Happy Kids Don't Bully or Happy People Don't Bully Workshops. At these workshops everyone (bullies, victims and bystanders) will have been introduced to the concept that bullies are not happy people and will have discussed many of the issues as to why people bully.

Once you have identified both the bully(ies) and the victim(s) you need to get them the help they need, parts of this booklet have been written for the bully to read or to have read to them. These sections are marked.

Introduction

Understanding what is going on in the bully's mind can be very complex and we suggest that whenever and wherever possible you utilise the professional resources available to you.

Bullying is very serious. It is not as some people like to justify it as 'character building' or 'just part of growing up or life'.

Different people react to bullying in different ways. Some can brush it off, others it hurts and potentially damages in the short and sometimes long term and other can't deal with it and take their own lives. A bully needs to understand they could be responsible for someone suffering from a mental illness or even taking their own life.

- 49% of young people are now bullied at some point during their school lives - Source NSPCC 2011
- 34% of people are bullied in the workplace - Source Unison 2012
- 25% of Teachers are bullied - Source ATL April 2011

Threatening behaviour and harassment are both illegal. Bullying is always one, if not both of these. Posting information on social networking sites is in law considered publishing.

If you or your child is bullying the police can get involved and you/they could be charged.

Under British Law you could find yourself being sued for damages for libel if you publish defamatory untrue information about someone.

How would you know if a someone is being bullied

With physical bullying there are often physical signs, bruises, ripped or dirty clothes, damaged property. However with verbal and cyber bullying there are no such signs.

Remember many people (adults and children) who are bullied will not tell anyone.

1. Check the person's body language. For example when they receive a text, are they happy or depressed. Do their shoulders drop as if in anticipation of reading something they don't want to see. It could be that they are being cyber bullied.
2. Keep an eye for changes in the person's appetite. A person under stress will often either stop eating or comfort eat.
3. For the same reason, have they started to complain regularly about feeling sick.

4. Has the person suddenly started not turning up for school or work, or physically isolating themselves from their colleagues or mates.
5. Has the person become withdrawn.
6. If you are concerned and they are a child speak to your child's parents or carers. Ask them if they have noticed anything different in their behaviour.
If it is an adult, speak to them. Remember 49% of adults do not tell anyone they are being bullied.

Adult bullying?

Within the school environment it is not just the children who bully. Statistics show that 25% of Teachers and School Workers are bullied, some by their line managers and some by colleagues

Some teachers bully their pupils. For a child it is bad enough to be bullied by your peers, but when the people who are supposed to support and protect them bully them, the children often feel they have no one to turn to.

To be read by the adult bully

Reasons you may be bullying

However you look at what you do, the one thing which is certain is the reason you bully is **inside you**. It has absolutely nothing to do with your victim. They are just a person you have picked on to vent your rage, anger, feelings or whatever it is you are trying to deal with. What you need to ask yourself is why?

- Are you unhappy with your job or your life and taking it out on others?
- Are you being pressured in work to meet targets?
- Are you bullying people in your team thinking it will improve their performance?
- Is there a bullying culture in your workplace?
- Do you enjoy the sense of power when you bully?
- Do you think those people you bully deserve to be picked on because they are inferior to you?
- Does it give you a sense of control you are lacking in your life?
- Were you bullied in the past and are now getting your own back?
- Are you being bullied now by a colleague, a spouse or a family member?
- Are you perhaps being abused, physically or sexually?
- Whatever the reason, people who bully others do not function as well as those who have good relationships with their families, friends and colleagues. You may not even be aware of the hurt and suffering you are causing, but the reality is that you do need to change your behaviour and get the help you need.

If you are bullying colleagues or pupils you need to:

1. Understand you have a real problem. Happy People Don't Bully, you are therefore unhappy and need to identify what is making you behave like this.
2. Ask yourself who are you bullying and why you have picked on them?
3. Ask yourself if you would like to be treated in the way you are treating others, or have someone treat members of your family in this way.
4. Think and stop before you act - why are you taking your problems out on someone else - a delay of even 10 seconds can help you to temper your behaviour
Try using this 3 step process:
 - a) **STOP** - breathe
 - b) **THINK** - who will I hurt - what am I going to do/say
 - c) **GO** - be kind or walk away from the situation
5. Get help immediately to deal with the issues which are causing you to bully so you can stop.
6. Go to your line manager, HR Dept or a member of the senior management team and explain you need help and ask to speak to a counsellor.
7. If your reason for bullying is related to your job perhaps it's time to change your job.
8. Go to your GP and ask them to refer you to a counsellor. Explain to them what has caused you to bully.
9. If you can bring yourself to do so apologise to the person you have bullied and perhaps with a 3rd party there to mediate, ask if you can talk with them. It will not be easy for either of you. If you can't bring yourself to say sorry at first, then perhaps you can write a note. What you have done is wrong, but you could help both of you by talking.
10. Understand that you could lose your job over this.
11. Read up on how you can help yourself - go to the library or go online. Check out www.eyepat.org/research or google for help.
12. Tell yourself that you do not need to be a bully - you have chosen to do this and now you need to work out why.
13. Give yourself time - it takes a while to break the habits of a lifetime

If something in your life is making you miserable and causing you to act like a bully, then make a decision to tackle the problem

You can change what you do

The bullying is an action you do and it can even be a habit. All actions and habits can be changed. It does not mean you are a cruel or unkind person, it is your actions which are cruel and unkind and it is these you need to change.

Perhaps you have not thought about this - **If you are bullying someone you are at the same time bullying yourself!** A bully's purpose is to make someone unhappy and to make them unpopular. As a bully you will be unhappy and unpopular!

These are some websites which, as an adult, may help you. Links to all of these can be found on our website www.eyepat.org/research . Scroll down to the bottom of the page.

<http://www.kidscape.org.uk/advice/step6a.shtml>

http://www.direct.gov.uk/en/YoungPeople/HealthAndRelationships/Bullying/DG_10031375

<http://www.youthoria.org/home/life/relationships/relationships-bullying/1239707769.175/>

<http://www.experienceproject.com/groups/Am-A-Bully/117245>

To be read by (or to) the child bully

Reasons you may be bullying

However you look at what you do, the one thing which is certain is the reason you bully is **inside you**. It has absolutely nothing to do with the person you are picking on. They are just a person you have used to try and help you deal with the hurt or anger you are feeling.

What you need to ask yourself is why?

- Are you unhappy at school or at home and taking it out on others?
- Is someone being mean to you?
- Has something happened to make you unhappy?
- Are you struggling with your school work?
- Are you struggling to make or keep friends?
- Do you feel good when you bully?
- Do you think those people you bully deserve to be picked on because they are not as good as you?
- Do you like controlling them?
- Were you bullied in the past and are now getting your own back?
- Are you being bullied now by someone in school, in one of your clubs or a family member?
- Is someone physically hurting you or even touching you somewhere they shouldn't?

People like you who bully don't have real friends and are not liked because they bully, but you can get help to stop.

If you are bullying colleagues or pupils you need to:

1. Understand you have a real problem. Happy Kids Don't Bully, so you are unhappy and need to work out what is making you bully.
2. Ask yourself who are you bullying and why you have picked on them?

3. Ask yourself how you would feel if someone was bullying you, or your brother, sister or best friend.
4. Think and stop before you act - why are you taking your problems out on someone else - a delay of even 10 seconds can help you stop.

Try using this 3 step process:

- a) **STOP** - breathe
 - b) **THINK** - who will I hurt - what am I going to do/say
 - c) **GO** - be kind or just walk away
5. Get help immediately from someone to help you understand what is making you bully.
 6. Go to a teacher or a member of staff at school and ask them to get you help.
 7. If you think your parents, or a member of your family or an adult friend can help ask them.
 8. If you are in care, talk to your Foster Carer, Social Worker or your Guardian.
 9. Ask someone to take you to your Doctor and explain to them what has caused you to bully. Ask them to find you help.
 10. If you can bring yourself to do so say sorry to the person you have bullied and perhaps with someone else there to make sure no one gets angry, ask if you can talk with them.

If you can't bring yourself to say sorry at first, then perhaps you can write a note.

What you have done is wrong, but you could help both of you by talking.

11. Contact www.cybermentors.com or www.bulliesout.com
12. Tell yourself that you do not need to be a bully - you have chosen to do this and now you need to work out why.
13. Give yourself time to get better, but until you are make a promise not to bully anyone else.
14. If you are angry get a pillow or a cushion and hit it as hard as you can.

You can change what you do

The bullying is something you do at the moment - it is not you and it does not mean you are a cruel or unkind person inside. It is what you are doing that is cruel and unkind and it is this you need to change.

Think about this - **If you are bullying someone you are at the same time bullying yourself!** A bully's purpose is to make someone unhappy and to make them unpopular. As a bully you will be unhappy and unpopular!

Remember - Happy Kids Don't Bully. There is a reason you are bullying and you need to get help

Advice for Teachers and Schools on how to help the Bully

How can we identify and manage the changes needed when people “bully”

This is a complex subject and where possible you should always consult a professional. However there are two ways which may help and which we have covered in this booklet

- 1) Gain an understanding of why we are all different and why we all behave differently.
- 2) Understand at what “level” change can take place so that we know how to ask the appropriate questions to enable raised awareness and enable change

Why we are all different?

You may have noticed that people disagree about “bullying” and the reason for this is that we all have different “Models of the World”. I’d like to take a moment to explain what gives us those different models and how this affects our perceptions and beliefs about what is going on around us and also affects the results that we get in our life. Whether we are the bully, or the bullied, there are many ways to think about behaviours, and understanding ours and others beliefs and perceptions is key to getting different results.

If you take a moment to read the concept below and look at the diagram on page 12 things in our past will make more sense and we will be aware of our behaviours now and in the future and that can get us very different results if that’s what we want!

Information we process

We have far more “information” than we can cope with, coming into our brain through our senses – our eyes, our ears, our nose and our skin. In fact, it’s millions of bytes per second! We can only deal with 7-9 bytes per second and, here’s the thing - if we tried to use all of the information, we would be totally overwhelmed and bombarded and not able to function!

So our brain uses filters that we have developed from our birth until now and the details of these filters are different in everybody. The filters include:-



Once we have filtered this information in our brain, we then delete, distort and generalise the information in order for us to end up with a manageable amount that creates our “reality” (7-9 bytes per second).



Deletion

We delete up to 90% of the information that comes in. This is because of our filters telling us that most information is not important. A really good example of this is when children seem to be ignoring their teacher- maybe they are concentrating on something else that they believe to be more important.



Distortion

What we think are “facts” are often perceived in very different ways by different people. You may have a brother or sister or friend who remembers something in a totally different way to you- surely they are wrong??? They simply have different filters!



Generalisation

We often hear people saying things like “all trees are green”, “all sentences end with a full stop”, and “all politicians are corrupt”. We will all have different generalisations from other people and find it difficult to understand other peoples’ at times.

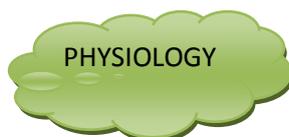
Once we have deleted, distorted and generalised, we have a “picture” in our mind of what is going on (our reality) and a manageable amount of information. (Visual, auditory and feelings)

When we combine this picture with



E.g. excited, happy, scared, anxious, motivated,

and



What’s happening in our body at that moment,

Plus

We end up with a behaviour

and

Behaviours get us results

There are no rights and wrongs, just different **Models of the World** which give everyone different behaviours and results

Here's another two really useful things to accept!

People are not their behaviours

Everyone is doing the best they can with all of their available resources

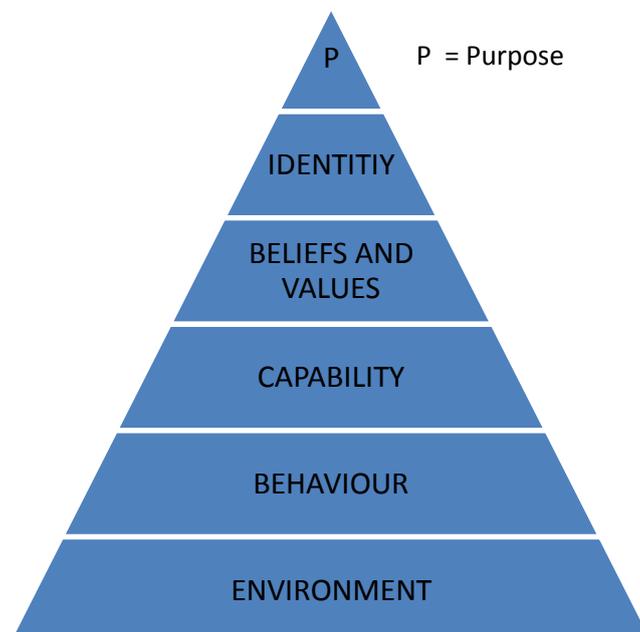
REALLY !!!

Bullying is a really good example of this process both from the bullies and the bullied person's perspective.

INTERESTING

At what level can change take place?

Change happens at many levels of functioning in our mind and, while some levels may be easy to change, lasting change usually comes at a "higher level".



Question we can ask

As a teacher or someone who has to deal with either a person that has either been accused of being a “bully” or someone that is accusing someone else of “bullying”, it is often difficult to know what to ask and how to deal with the situation. We can use the levels of change to ask questions.

Environment

What is the environment where this happens – place, people, things that are seen or heard? What does the person notice?

Behaviours

What is the person’s behaviour, movements, thoughts actions?

Capabilities

What skills is the person using in this scenario? What skills do they have that they are not using?

Beliefs and values

What is important to them about this situation? What empowering beliefs do they have about themselves and others?

Identity

What is the person’s mission in life? What do they want to achieve? Ask them if they have a sense of who they are and what metaphor or symbol can express this.

Purpose

What are the person’s religious or personal beliefs about what they are on the planet to do?

The questions if asked in this order will raise awareness in people about how they may need to change. Once the answers have been obtained, you can work in the opposite direction to enable people to talk through what changes they would like to make.

Identity

So now that they have thought about their purpose on this planet, ask if that makes any difference to their identity?

Beliefs and values

With their purpose and identity in their mind what do they now believe and want to believe?

Capabilities

How are their skills transformed and what skills would they like to develop?

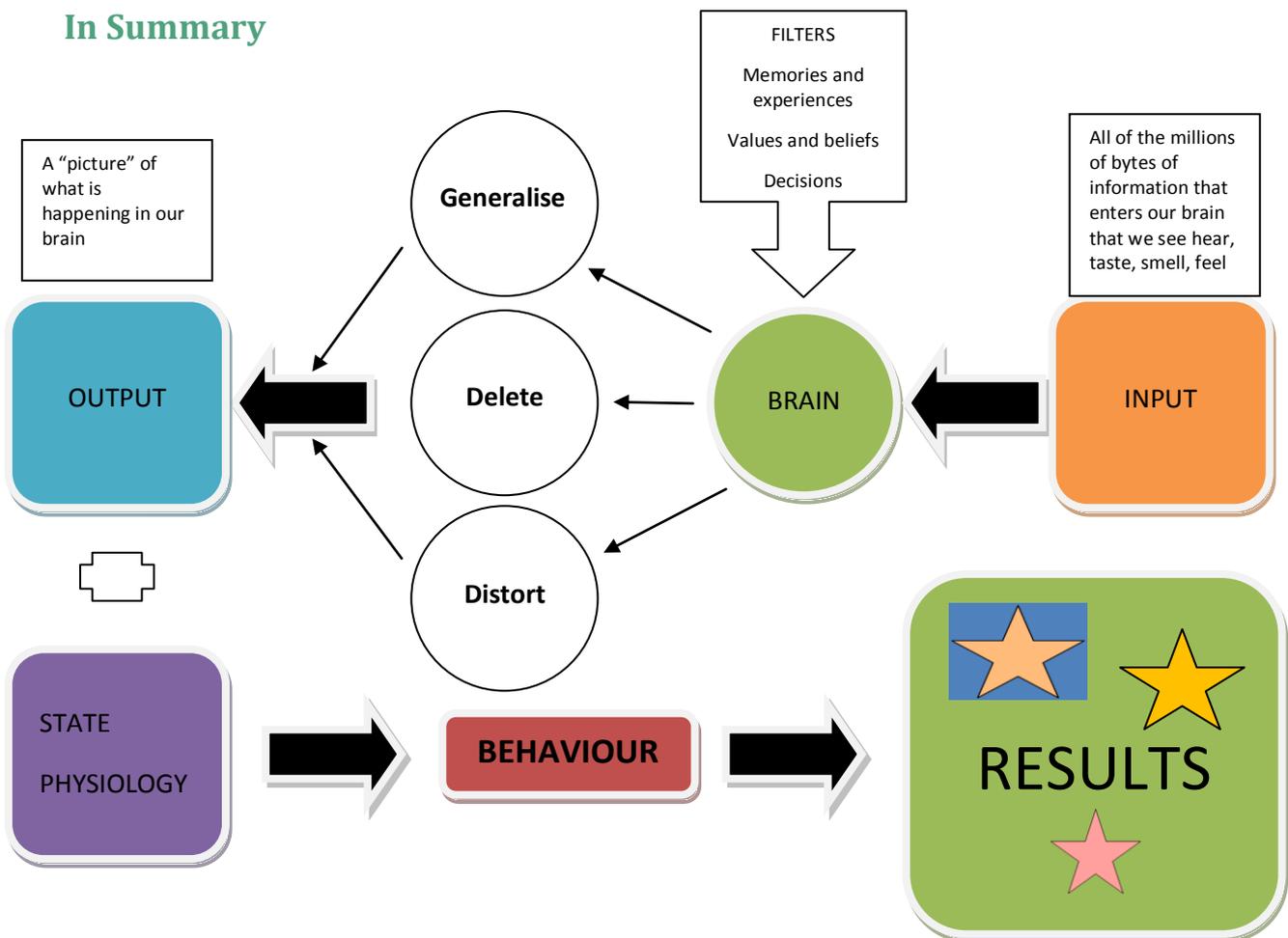
Behaviours

How can they act so that it is in line with their identity and beliefs and values and skills.

Environment

As they sit there in that moment, they can notice that all the things that they have become aware of in this process can be used to change the issue.

In Summary



For example

Victim - Stands in the class room holding a new mobile phone for everyone to see. The phone was a gift for good behaviour from her parents. Victim views the object as a representation of self esteem and praise. (because that was what she was conditioned to think) (Victim has **generalised** and **distorted**).

Victim holds the phone and has a subtle 'wanting' to be vindicated by the group and wishes for further praise.

Her state - the wish to be accepted, praised is also unbeknown to her related to her fear of loneliness

Physiology - Slight nervousness, she might not get the praise which she wishes for

Behaviour - Look everyone, come and have a look at my new phone

Result - Attention and affirmation - people are admiring her phone and therefore her

Bully sees this

Bully **distorts** someone else's object.

Bully turns around the experience 'Why didn't I get a new phone? What's wrong with me?'

Bully delves into his own feelings of sadness and makes the common mistake that somehow those inner feelings of sadness are related to seeing someone holding a phone in the air. Therefore the bully **distorts** the picture.

Feelings of sadness pervade, and the emotional response isn't cared for or considered. With this surging of emotion the bullies **state** and **physiology** change. The lack of awareness manifests and the bully acts.

Behaviour - The bully takes the phone, the victim reacts with overwhelming emotion. (victim is not only having a phone taken, but vindication, sentimentality and praise).

Bully can't understand what all the fuss is about. It's just a phone!

Bully cannot understand the emotional worth this item has and not seeing this with empathy, serves to act in destructive behaviour.

The bully's world view, lack of emotional regulation and actions have resulted in Criminal **Behaviour!**

Results - controlling and re-affirmation of his status within the group

For more information on Happy Kids Don't Bully or Happy People Don't Bully please contact:

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