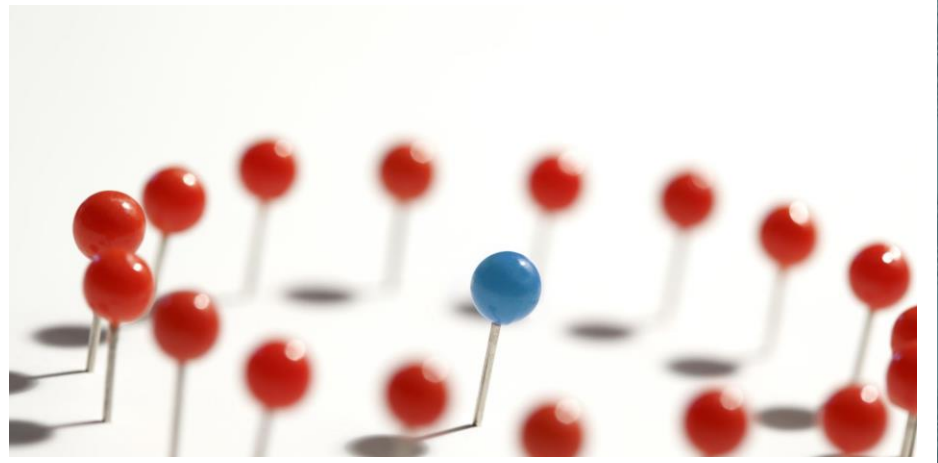


MINDFUL MOMENTS

NOVEMBER: SPOTTING THE SIGNS OF BULLYING

Introduction

Long gone are the days where we might look at bullying and think it is just a 'rite of passage' and part of growing up. Thanks to research we now know just how harmful bullying can be. When we hear the word 'bullying' it might take us back to the school playground but it's important to remember that in reality anyone can be bullied, anywhere. At least 25% of employees will experience bullying at some point in their lives.



Types of bullying

Physical bullying:

Includes hitting, kicking, tripping, pushing as well as damaging or taking someone's belongings.

Social bullying: Often harder to recognise and can be carried out behind the person's back. It can include socially excluding someone, spreading rumours, and generally trying to humiliate or damage someone's social reputation.

Cyber bullying: Can include abusive or hurtful messages, texts, emails or posts on social media. Deliberately excluding others online, spreading nasty gossip or rumours online. Imitating others online or hacking their accounts.

Verbal bullying:

Includes calling someone names, insults, teasing, intimidation. Verbal abuse can include homophobic or racist remarks.

What is bullying?

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

- Anti-bullying Alliance

Support Available

- Access our [Employee Assistant Programme \(AXA\)](#) for free counselling support:
Username: compassgroup
Password: supported
- For more information, help and support head to the [Anti-bullying Alliance](#) website.
- Take a look at our Dignity @ Work policy which can be accessed through the [Compass learning portal](#).

Signs someone might be being bullied

- Unexplainable injuries.
- Not wanting to go to school or work.
- Increased absences.
- Feelings of helplessness or decreased self-esteem.
- Sudden loss of friends or the avoidance of social situations.
- Having nightmares or difficulty sleeping.
- Feeling sick or anxious more often, especially in the morning.
- Changes in eating patterns.
- More frequent mood swings, tears or anger.
- Becoming withdrawn.