

Teachers Handbook: The Pledge

Bullying Diamond 9

Suggested time 15-20mins

See resource on page 8 and information on pages 4-7

Objectives:

- To promote a discussion around the severity of different types of bullying
- To understand bullying comes in different forms

Task:

- Watch the video https://www.youtube.com/watch?v=URvC6T_xhEO
- In small groups ask students to arrange the types of bullying into a diamond on the task sheet. In the students opinion the most severe at the top of the diamond
- Facilitate a discussion around the differences between each group's answers
- Brainstorm the different types of bullying that can fall under the Headings of Cyber, Verbal, Social and Physical

The City Pledge and the Rainbow Colours

Suggested Time 10-15mins

See resource on page 9

Objectives:

- To understand the meaning of the City Pledge
- To understand the history of how the rainbow flag became associated with the LGBT community
- To understand that students are going to be asked to sign the pledge in one of the colours from the rainbow to symbolise that the school respects the rights of every individual who is part of the school community.

Task 1

- Ask a student to read the pledge and discuss what the key words are

Definitions:

- Dignity: Respect for a person as merely being a human being is dignity. Dignity is our inherent value and worth as human beings, everyone is born with it.
- Respect: Due regard for the feelings, wishes or rights of others
- Relationships: The way in which two or more people or groups regard and behave towards each other

Task 2

- Discuss the images of the Pink Triangle, The Rainbow Flag and the White House in Rainbow colours

Images:

- The Pink Triangle: Pink triangles were used as one of the Nazi concentration camp badges, used to identify male prisoners who were sent there because of their homosexuality. Every prisoner had to wear a downward-pointing triangle on their jacket, the colour of which was to categorise them by "kind". Other colors identified Jewish people (two triangles superimposed as a yellow star), political prisoners, Jehovah's Witnesses, "anti-social" prisoners, and others the Nazis deemed undesirable. Pink and yellow triangles could be combined if a prisoner was deemed to be gay and Jewish. Originally intended as a badge of shame, the pink triangle (often inverted from its Nazi usage) has been reclaimed as an international symbol of gay pride and the gay rights movement, and is second in popularity only to the rainbow flag.
- The Rainbow Flag: The rainbow flag was popularized as a symbol of the gay community by San Francisco artist Gilbert Baker in 1978. The different colors are often associated with "diversity" in the gay community (but actually have literal meanings). The flag is used predominantly at gay pride events and in gay villages worldwide in various forms including banners, clothing and jewelry. Since the 1990s, its symbolism has been transferred to represent the extended "LGBT" (lesbian, gay, bisexual and transgender) community. Aside from the obvious symbolism of a mixed LGBT community, the colors were determined to symbolize: life (red) healing (orange) sunlight (yellow) nature (green) harmony/peace (blue) and spirit (purple/violet).

- The White House in Rainbow Colours: In 2015 the White House in America lit itself up in the colours of the rainbow to symbolise the landmark judgement by the supreme court to legalise same sex marriages. The first same sex marriages took place in the UK in March 2014.

Signatures

Suggested Time 10mins

See resource on page 10

Objectives:

- To ensure students understand the importance of a signature and that giving it forms a binding contract
- To allow students to practise a signature that would be acceptable on future documents

Task:

- Ask students to read the timeline of the history of signatures and answer the questions
- Students practice a suitable signature ready for signing the pledge

Students are given advice on the suitability of a signature i.e. "tags" are not signatures, they are usually a mixture of upper and lower case letters, it has to consist of the full last name and the full first name or its initials

The Survey: 5 Questions 1 Word

Suggested Time 15mins

Objective:

- To answer 5 questions regarding bullying.
- This information will feed into our anti-bullying policy.

Task:

- Students to answer the questions for the survey.
- Students must be encouraged to be very honest as it will feed into our anti-bullying policy.

Survey is at the bottom of SMoodle front page, in the centre section underneath the Learning Logs slideshow. Pupils do NOT need to log in to SMoodle to use the link, which will lead them to Survey Monkey.

At this point they will need to add the password in lowercase = sea#salt

Bullying Hotspots

Suggested time 10mins

See resource on page 11

Objective:

- To identify where bullying can take place in school.
- To collate the year groups response to gain an understanding from every pupil
- To adapt and adjust the bullying policy and school practice to respond to the evidence

Task:

- Ask students to place a clear X on the map where they have either seen or been involved in incidents of bullying.
- Collect all the responses and return to PWT

Cyber Bullying

Cyber bullying is any form of bullying which takes place online or through smartphones and tablets. Social networking sites, messaging apps, gaming sites and chat rooms such as Facebook, Xbox Live, Instagram, YouTube, Snapchat and other chat rooms can be great fun and a positive experience. But what do you do when things go wrong?

Cyber bullying is rife on the internet and most young people will experience it or see it at some time. In our recent national bullying survey, 56% of young people said they have seen others be bullied online and 42% have felt unsafe online. Cyber bullying can happen 24 hours a day, 7 days a week and it can go viral very fast.

Types of cyberbullying

There are many ways of bullying someone online and for some it can take shape in more ways than one. Some of the types of cyber bullying are:

Harassment

This is the act of sending offensive, rude, and insulting messages and being abusive. Nasty or humiliating comments on posts, photos and in chat rooms. Being explicitly offensive on gaming sites.

Denigration

This is when someone may send information about another person that is fake, damaging and untrue. Sharing photos of someone for the purpose to ridicule, spreading fake rumours and gossip. This can be on any site online or on apps. We even hear about people altering photos of others and posting in online for the purpose of bullying.

Flaming

This is when someone is purposely using really extreme and offensive language and getting into online arguments and fights. They do this to cause reactions and enjoy the fact it causes someone to get distressed.

Impersonation

This is when someone will hack into someone's email or social networking account and use the person's online identity to send or post vicious or embarrassing material to/about others. The making up of fake profiles on social network sites, apps and online are common place and it can be really difficult to get them closed down.

Outing and Trickery

This is when someone may share personal information about another or trick someone into revealing secrets and forward it to others. They may also do this with private images and videos too.

Cyber Stalking

This is the act of repeatedly sending messages that include threats of harm, harassment, intimidating messages, or engaging in other online activities that make a person afraid for his or her safety. The actions may be illegal too depending on what they are doing.

Exclusion

This is when others intentionally leave someone out of

a group such as group messages, online apps, gaming sites and other online engagement. This is also a form of social bullying and a very common.

Bullying by spreading rumours and gossip

The worst thing about social networking sites and messaging apps is that anything nasty posted about you can be seen by lots of people and these posts can go viral very fast and be shared by so many people within minutes in some cases.

From what we have heard from people who have been bullied online, the most vicious gossip and rumours are often spread by people who were once your best friends so it's best to keep secrets and personal information to yourself. Only tell people things if it wouldn't embarrass you if other people found out about them. Posting false and malicious things about people on the internet can be classed as harassment.

Threatening behaviour

Anyone who makes threats to you on the internet could be committing a criminal offence. It's against the law in the UK to use the phone system, which includes the internet, to cause alarm or distress. It could also be against the 1997 Harassment Act. If threats are made against you then it's essential you confide in your parents, or someone you trust so that they can make a complaint to the police. If you can't print out the threats use the "print screen" button or snipping tool to take a snapshot of the computer screen and then save that somewhere safe. Or if you have a phone or tablet, use the screenshot function and keep these images safe.

Blackmail and grooming

We have had many complaints from young people that new "friends" online have tried to pressure them into taking their clothes off and filming or taking images of themselves. Threats have been made that their parent will be told embarrassing things if they don't take part or they will send the images to everyone they know if they do not do it.

This is an offence called "grooming" in the UK and people who have been found guilty of "grooming" have been jailed. Remember: everyone you meet on the internet is a stranger and you need to keep personal things personal to you, don't share your secrets with other people and if anyone asks you to do anything that makes you feel uncomfortable then don't do it.

We often hear of people in relationships trying to make their boyfriend or girlfriend send sexting images of themselves to prove they love them or want to be with them. It is against the law for anyone under the age of 18 to take, send or redistribute pictures of anyone under the age of 18.

CEOP is The Child Exploitation and Online Protection Centre and they investigate cases of sexual abuse and grooming on the internet. You can report incidents by clicking the red button on the top right hand corner of the CEOP website. Although the police can get information

from your computer's hard drive, it is helpful if you don't delete anything until the police have decided whether they need it as evidence.

When comments get abusive

There are quite a few instant messaging apps including Snapchat, WhatsApp, Secret, Whisper and Instagram. They are a great way of sharing things with your friends and having fun. But if things turn nasty you can block people from seeing you are on line and you can save abusive conversations or print them out as evidence.

It's tempting to have a go back if someone makes a rude posting on your online space, social network or app but don't. This is called flaming and it just makes the problem worse. Abusive comments are very upsetting but the best way to deal with them is to get them removed by the website. Read our advice on bullying on social networks to find out how to remove comments.

Inappropriate images

It's easy to save any pictures of anyone on any site and upload them to the internet. Make sure that you have the person's permission to take a picture and that they're happy for thousands of people to see it on the internet. Be wary of tagging and hashtags as this will send the picture out to a wider audience than you may have originally intended.

Verbal bullying

It is not uncommon for people to experience some form of verbal bullying (being called names or insulted) at some point in their lives. Many young people we speak to hear insults on a daily basis when they are in school or socially. Whatever age you are being called names or insulted can have an effect on your wellbeing.

Is it bullying or banter?

It can be confusing for someone to try and work out whether the name calling is banter or bullying. A young person going through something like this might feel intimidated or feel under pressure not to make a fuss because others are saying it is just a joke. If it is a one off incident then it may be that it is banter. However, if the name calling becomes persistent and regular, then this is bullying. It is equally about how you feel too, if it makes you uncomfortable and you have told them to stop but they are still name calling, then this is what we call verbal bullying. The verbal bullying can be anything about weight, appearance, racist, sexual or homophobic bullying. Name calling has been around for what may seem forever but for someone who is on the receiving end of this, it can often have devastating consequences.

Why do it?

It is very difficult to understand why someone would want to use insults towards others on a regular basis, especially if they have been told or asked to stop. There may be various reasons why someone acts in this way towards others:

- They might be doing this to impress their friends or build up some type of reputation
- They may have been bullied themselves and to deflect

the attention or because they are angry, they go onto bully someone else.

- They might be enjoying the attention or reaction
- They might be having problems at home or at school so they are taking this out on someone else
- Lack of self-esteem or confidence so they act in a negative way
- They might be angry and frustrated and looking to take things out on someone else.

Clearly, there are many more reasons why someone might be bullying others. Each individual who bullies others in this way will have their own reasons or excuses. They might be copying the behaviour from his or her friends and might feel more accepted if they join in with the name calling and bullying. Young people we have worked with often say when they speak to the bully when they are alone, they act differently. Whatever motivates someone to bully another person, their justifications offer little comfort to those affected.

How does it make you feel?

Someone who is being bullied in this way may feel lots of different emotions. Often a young person might act like they are ok on the outside but inside they may be feeling very low. They might not want to show how they are really feeling in case others think they are making a big deal out of nothing, or cannot take a joke and perhaps they are even worried it might get worse. They may also start to believe the verbal bullying and this will knock self-esteem. To understand how a person feels on the inside, it is important to try and see how they might be feeling if they are being called these names day in and day out. Many young people say to us that they often feel some of the following emotions:

- Depressed
- Anxious
- Isolated
- Withdrawn
- Suicidal
- Humiliated
- Low
- Upset
- Angry
- Frustrated
- Start to believe it or blame themselves

A person might bottle up their emotions and try not to let it show to their friends or family. It can be hard for someone to feel all those things and try to keep it to themselves and often as a result their behaviour may change. They may show their feelings in other ways and know the signs to look out is really important. We often ask young people how they think the behaviour would show itself if someone bottled up how they really felt. They felt that a person may:

- Self-harm

- Feel depressed
- Withdraw socially and stop going out
- Avoid social media or messenger
- Feel anxious about going to school
- Be very angry and be aggressive
- Bully others
- Develop an eating disorder
- Turn to drinking or taking drugs

In extreme cases, a person may feel so low they may attempt to or actually take their life. This is sadly a reality for some families who have lost a loved one through bullying.

How can you get the verbal bullying to stop?

It is never easy to try and get the bullying stop. It can take a lot of courage to try and take a stand against bullying. You may have reached a point where you feel unable to take any more or you may be trying to get it stopped before it goes too far. You may be worried if you do report the bullying, it might get worse, but you have to also ask yourself, can you really take much more or how will you cope if it escalates. To try and get the bullying to stop you can try to do the following:

Report the bullying to a teacher or someone at school you feel safe with. They may be able to take action and get the bullying to stop. If you are worried that it might make it worse, perhaps you can ask the teacher to just keep an eye on it as they then might see it themselves and take action.

Tell a parent or a family member. This can give you lots of strength and a parent or family member can help you to get the bullying to stop. They can also give you lots of emotional support. It is important to try and tell someone in your family what is going on so you are not bottling things up. Talking about what you are going through can give you courage to get it stopped.

Be assertive with the bully and say their name calling is boring or making them look stupid. However, it is important to ensure that this course of action doesn't cause them to become aggressive or make the bullying worse. You may think a quiet chat with them when they are on their own might work, but if you do so, please take a friend with you for support.

Ignore it and walk away. Quite often the bully stops when they are no longer receiving attention or a reaction from the bullying. It is always difficult to try and ignore it especially when it is so upsetting or if it is constant but if they don't get a reaction, it can stop.

It is really important to try and keep your cool in these situations even though the name calling bullying might be making you feel very angry. It is natural to feel this way but if you get aggressive and things turn nastier or physical then someone could get seriously injured or into trouble with the police. This is why it is important to get some help to get the bullying to stop.

Verbal bullying can and does affect people's feelings. If

you see someone being called an insult then you may think they are just taking it as a joke, but inside how a person feels may not show on the outside. If it becomes regular, they may change their behaviour as a result of the bullying. It can also affect other areas of their life, including friendships, school work and family life.

Social bullying

Being socially bullied is the second most common form of bullying, after name calling. This type of bullying is also known as covert and relational bullying as it is designed to humiliate and damage someone socially.

In our national bullying survey, 55% of young people surveyed have experienced social bullying. Of those who have been cyberbullied, 36% were left out on purpose and 51% had false rumours spread about them.

What is social bullying?

This sort of bullying is often harder to recognise and is often carried out behind the back of the person who is being bullied. It includes:

- Lying, fake rumours and spreading gossip
- Encouraging others to turn against someone
- Leaving someone out constantly and encouraging others to do the same
- Socially excluding someone online, cyberbullying, negative comments on posts and images
- Damaging someone's social reputation or social acceptance
- Using humiliating nicknames and continuing when asked to stop

It isn't easy for someone going through this to accept when the line crossed from being a prank or banter to persistent bullying. By the time you realise it is bullying, it may feel harder to seek support.

"Pulling faces, writing notes in class, telling everyone to not speak to me and Chinese whispers about me."

How it might make you feel

When you are faced with social bullying, your first instinct may want to isolate yourself and withdraw from all social situations, online and face to face. This is a natural emotion as you are trying to protect yourself from harm.

Emotionally, your self-esteem and confidence might be taking a knock and you may be experiencing anxiety and depression which can have a serious knock on your emotional and mental health and well-being. Another emotion you may feel is anger and this may develop into aggressive behaviour. The anger and frustration can feel destructive so getting help is important.

"Keeps being horrible to me about everything. He was my best friend. I can't move away because I would have no one as a friend. All my other friends gang up with him against me and I'm always the butt of the joke."

All of these emotions are a process, it is a journey

that you go through to help you understand how your feelings. It is important to try and speak to an adult you trust, such as your parents, a teacher or a relative perhaps. Seeking support can help you gain the strength you need to get the bullying stopped.

Why do they bully?

It is hard to fully understand the reasons behind why people feel the need to bully others. Some of the more common reasons are:

- Attention seeking behaviour, doesn't matter if it is positive or negative.
- Might be a need for them to think they can get what they want from being a bullying.
- To impress others and think they are gaining respect and popularity amongst their peers
- To punish people they are jealous or envious of, so targeting them for bullying.
- Because others are doing it and they too afraid to speak up.
- They may have low self-esteem, confidence and possible anger issues.
- Been bullied themselves.

Whatever the reasons may be, it does not give anyone the right to make others feel low or bully others to make themselves feel better.

"Bringing you down commenting on everything you do trying to be better than you controlling over you."

Tips on overcoming social bullying

Trust your instincts – Friends that care will never bully! The ones who do, were never your friends in the first place.

See the bigger picture

Easier said than done but just remember those who are bullying may have issues and although this is no excuse, it may be a reason as to why they are choosing to act this way.

Ask for help

Asking for help to get this stopped is not a weakness, even having someone to talk to can help enormously! Get your loved ones on board.

Get involved

Join a group that offers activities that you really like and that give you a chance to shine. You might even want to use your experiences to set up a peer support group for those who are being bullied.

Be yourself

Don't let the small minded actions of other dull your shine. Be kind, be confident and love who you are. The bullies will soon get bored when they don't get a reaction.

Physical Bullying

According to bullyingstatistics.com, "Physical bullying is a serious problem, affecting not only the bully and the victim, but also the other students who witness the bullying. Parents, teachers, and other concerned adults and young people should be aware of what physical bullying is and some of the ways to handle it."

Physical bullying can be anything from hitting, pushing, kicking, spitting, and even stealing. Most of this type of bullying occurs in and around schools. Physical bullying can start at any age, although it is most common around the middle school age. Males are more likely to be involved with bullying than girls. However, girls can be involved with bullying too. Usually when a person wants more control of another person, he or she gains that control by becoming a bully.

According to www.library.thinkquest.org, 30.5 % of all bullying is classified as physical bullying. Some reasons why people are bullied can be based someone's weight, height, strength, race, gender, and/or appearance. Bullies usually have extremely low self-esteem or he or she has been an actual victim of bullying.

There are many signs to look for when trying to figure out if someone is being physically bullied. For example, if a child comes home with cuts, bruises, scrapes, or any other injury that is unexplainable, they might be a victim of physical bullying. Other signs to look for are: damaged possessions, complaining of not feeling well, skipping classes, not wanting to go to school or ride the bus, depression, etc.

In order to help with this issue, campaigns can be created such as anti-bullying campaigns, zero-tolerance policies, and counseling. Since physical bullying is the most obvious type of bullying, it can be identified very quickly. Parents and teachers should be the first to notice the signs of physical bullying. The child needs to learn that if he or she is being bullied, he or she needs to tell an adult to intervene and get it to stop before someone gets hurt.

Physical bullying should not be taken lightly. It is wrong for someone to say or even think: "he will grow out of it" or "boys will be boys." Physical bullying can lead to major problems in a child's life, such as depression, withdrawal, and physical and emotional problems that could lead to potential suicide or violence against others.

Diamond Nine

- 1) The aim of this exercise is to arrange within the shape the different types of bullying, with the most severe at the top and the least severe at the bottom.
- 2) List as many examples of bullying as you can, under each heading at the bottom of the page

What is the

worst type of

bullying?

Cyber

Verbal

Social

Physical

Cyber	Verbal	Social	Physical
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

The City Pledge

Birmingham City is founded on the principle of all respecting the dignity and rights of each and every individual.

Respectful relationships are at the core of this learning community, which will enable our young people to respect all whom they meet and to understand and develop the skills they need to embrace the responsibilities of being an outstanding learner and an active, contributing and content citizen.

What do you think the key words are from this pledge?

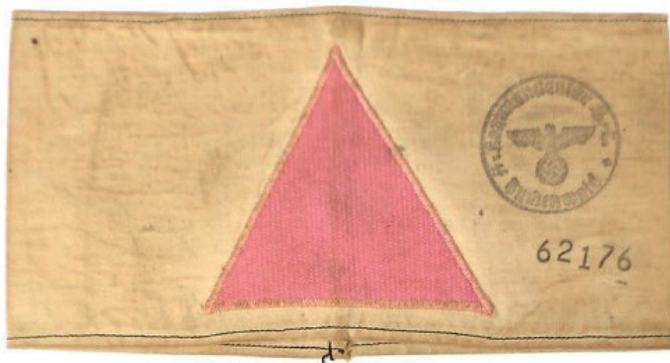
Look at the below images. What do you think they represent?



The White House in rainbow colours

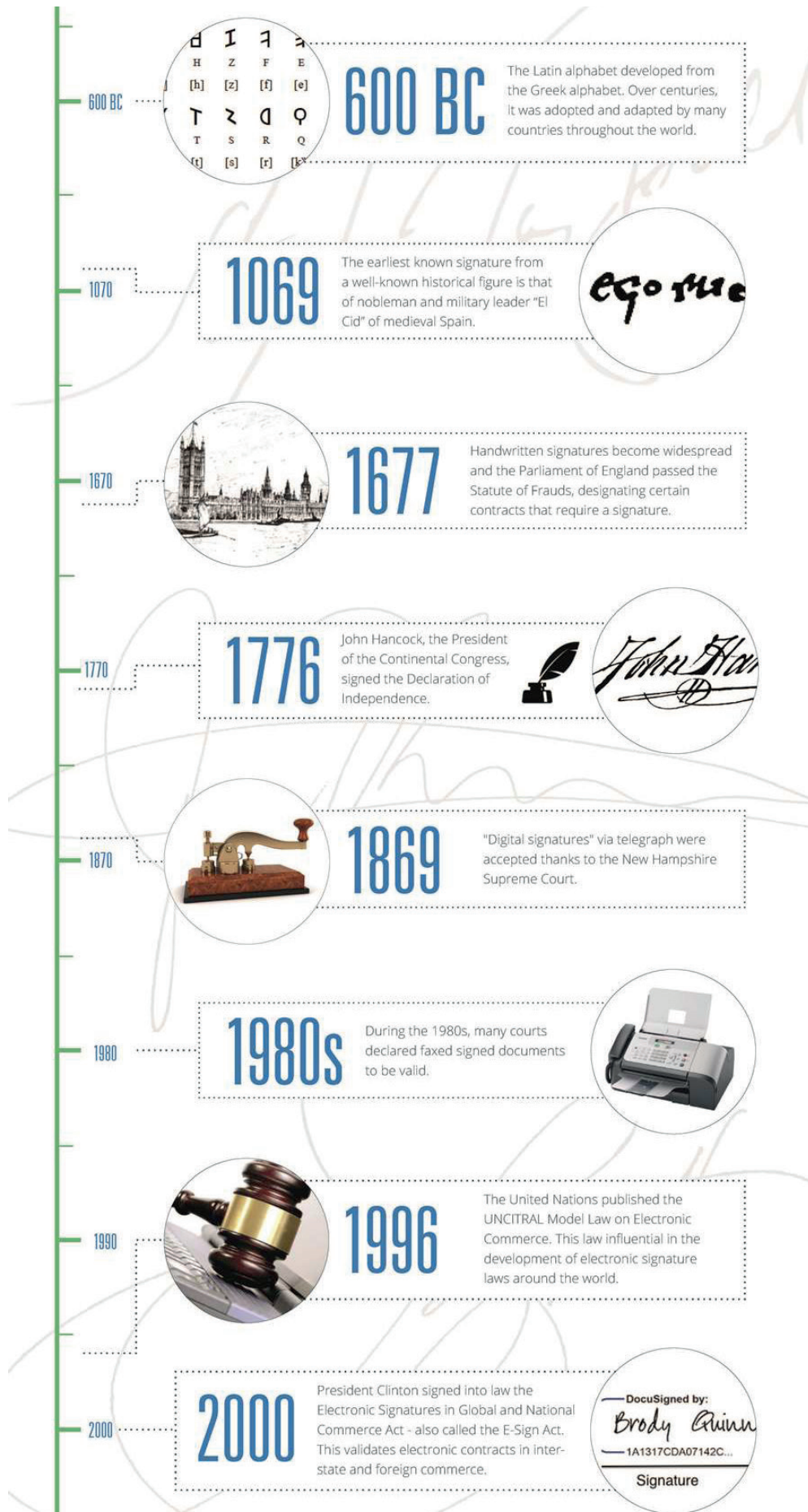


The Rainbow flag



The pink triangle

The History of the Signature



From which alphabet did the Latin alphabet develop?

Who signed the Declaration of Independence?

When did the E-Sign Act come in?

Practise your signature here:

DocuSigned by:
Brody Quinn
 1A1317CDA07142C...
 Signature

Bullying Hotspots

Mark on the map the areas of the site that you think might be most high risk of bullying.

