



Examples of Bullying and Harassment

Physical Abuse

- Any use of violence e.g. hitting, pushing, pulling, kicking, spitting, biting, shoving, tripping up, 'accidentally' banging into someone
- Damaging, stealing, taking, hiding belongings and / or throwing them around e.g. money (taxing), belongings or coursework
- Forcing someone to take drugs

Verbal Abuse

- Name-calling, teasing, threats and intimidation, taunting, mimicking, sarcasm, being generally 'unfriendly' making someone look silly and making things up to get someone in trouble
- Ridiculing particular customs, music, accents or the dress of anyone from a different culture
- Offensive racist graffiti, making silent or abusive phone calls and unkind practical jokes

Emotional Abuse

- Ignoring, excluding, tormenting, insensitive jokes or pranks, damaging property belonging to another person, demanding money or property

Silent Bullying

- Ignoring someone / leaving them out, stopping someone from joining in, the spreading of rumours, threatening gestures and following someone around

Cyber Bullying

- All areas of the internet, such as e-mail and internet chatroom misuse e.g. posting insulting notices about someone
- Sending abusive text messages or emails
- Misuse of associated technology e.g. camera and video facilities
- Happy slapping

Prejudiced Based and Discriminatory Bullying

- Any form of bullying relating to an individual's unique identity including, race or ethnicity, Gypsy, Roma or Traveller, Asylum seekers and refugees, religion or belief, learning disability/difficulty, sexual orientation, gender, gender identity, body image



Racial Harassment

- Racial taunts, graffiti, gestures
- Refusal to work with others because they are a different culture

Sexual harassment

- Sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names
- Sexual “jokes” or taunting
- Physical behaviour, such as: deliberately brushing against someone, grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras
- Displaying pictures, photos or drawings of a sexual nature
- Online sexual harassment. It may include: consensual and non-consensual sharing of nude and semi-nude images and/or videos
- Upskirting - this is a criminal offence
- Sexualised online bullying
- Unwanted sexual comments and messages, including, on social media
- Sexual exploitation; coercion and threats

Homophobic Bullying

- Bullying usually aimed at gay, lesbian or bisexual or those with gay, lesbian or bisexual relatives / friends
- The use of generic insults relating to homophobic terms

Stalking - continued unwanted attention through:

- Personal contact (directly with you through your friends and family)
- Telephone calls
- Letters
- E-mails
- Text messages
- Internet chat rooms

Hate Crime

Hate crime is any offence against a person or property, which is motivated by the offender's hatred of people because they are seen as being different. People do not have to be a member of a minority community to be a victim of hate crime. Any incident where an individual or group of people are targeted because they



are believed to be of a different race, religion/belief, sexual orientation, gender identity or have a disability can be reported as a hate crime.

Police involvement should be considered and discussed with the complainant where a hate crime is suspected to have taken place.

Signs and Symptoms of Bullying/Harassment:

- Not wanting to go to College or travel on the usual mode of transport
- Changing usual routines
- Becoming anxious or withdrawn
- Attempting or threatening suicide
- Crying without any obvious cause
- Feeling ill / feigning illness
- Work deteriorating at College
- Possessions “going missing”
- Becoming aggressive or unreasonable
- Bullying other students or siblings
- Displaying increasing lack of confidence and self-esteem
- Asking for, or stealing money
- Having unexplained cuts or bruises
- Being excluded from group activities by other students