

UCU SAYS

ban bullying in education

In further and higher education there is growing evidence that bullying is widespread. A recent UCU survey showed that over a third of staff in colleges and universities have experienced 'very stressful' levels of bullying. Ever increasing workloads and a climate of constant organisational change in the sector mean that bullying is rapidly becoming an epidemic. But what exactly is bullying and what can we do about it?



WHAT IS BULLYING?

- Bullying is offensive, intimidating, malicious or insulting behaviour.
- Bullying can include spreading rumours, or insulting or demeaning others.
- It can include overbearing supervision or deliberately undermining a competent worker by overloading them, or through constant criticism.
- Bullying often involves the abuse of power or position to victimise or exclude a member of staff.

RECOGNISING BULLYING

If you believe that you are being bullied, the chances are, you are.

- Bullying can occur face-to-face, in writing, by email, phone or on internet forums.
- Victims can feel anxious, humiliated, frightened or just demotivated.
- Bullying can lead to stress, and loss of self-esteem and self-confidence.
- It may result in job insecurity, illness, or resignation.

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TACKLING BULLYING

You do not have to tolerate bullying so do not ignore it.

- Collect evidence of the bullying behaviour.
- Insist that the perpetrator stops.
- Talk to your UCU representative.
- Make a formal complaint.
- If bullying persists, treat the bully as a workplace hazard and insist on a risk assessment.
- Check if your institution has a bullying and harassment policy.

UCU FIGHTING BULLYING IN THE WORKPLACE

- Tackling bullying and harassment is a priority for UCU.
- We have over 4,200 workplace reps who are able to support victims of bullying.
- Our reps are trained to handle cases of bullying in the workplace.
- We publish a guidebook on stopping bullying at work.

- We campaign nationally on the issue of bullying – including ‘naming and shaming’ institutions with the worst records.
- UCU treats bullying as a collective problem not just an individual one.

WHAT YOU CAN DO

- Join the UCU campaign against workplace bullying:
www.ucu.org.uk/harassment
- Contact the UCU Health and Safety advice line: **0161 636 7558**,
healthandsafety@ucu.org.uk
- Contact the Recourse helpline: 0808 802 03 04. Recourse offer free confidential support for people working in post-16 education
- If you are not already a member, join UCU today:
www.joinonline.ucu.org.uk