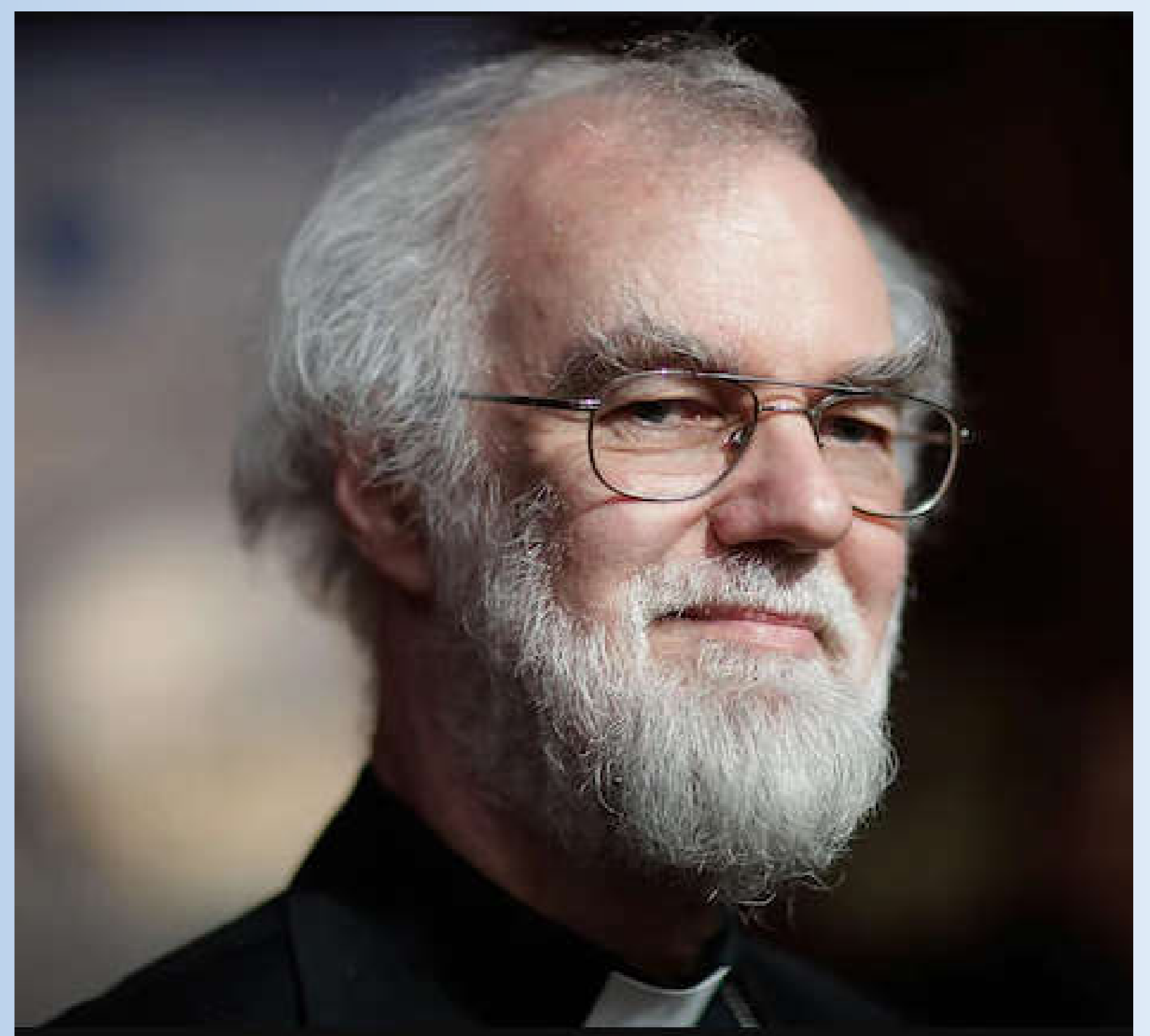


# ARE BULLIES BORN OR MADE ?

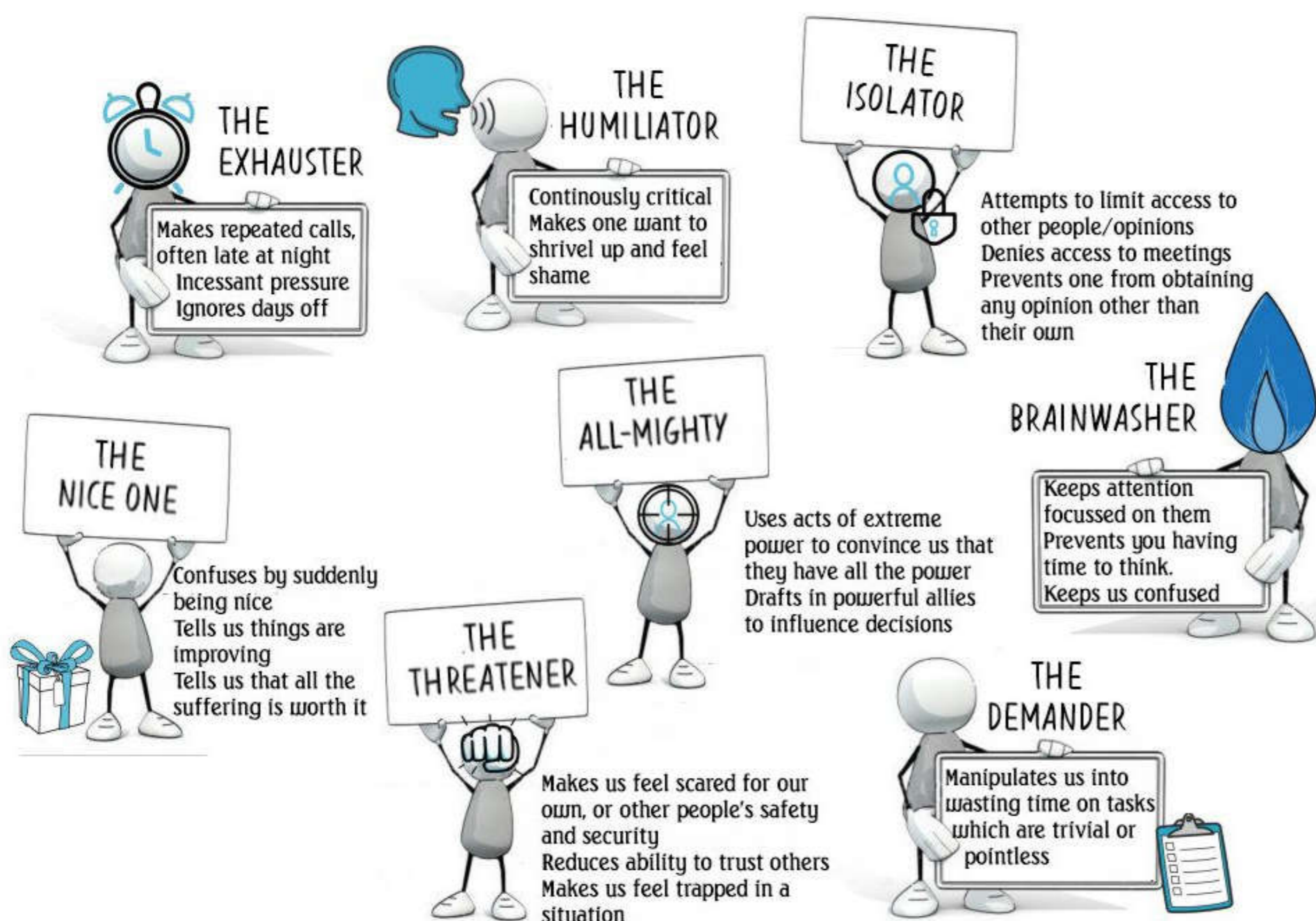
- About 1 in 100 people are born with **psychopathic tendencies** which make them unable to empathise with others, and they **may** resort to bullying to get their own way because they have no appreciation of how their actions negatively affect others
- Most other people resort to bullying behaviour because they have **LEARNED** it
- They have witnessed it, suffered it, or successfully used it themselves in the past
- **SOCIAL LEARNING THEORY** - You learn it from people around you
- **DIFFERENTIAL ASSOCIATION** - You see other people go unpunished when they bully
- **DIFFERENTIAL SOCIAL ORGANISATION** - Bullying is seen as normal in your peer group
- **DIFFERENTIAL SOCIAL LOCATION** - Leading members of a peer group either adopt bullying tactics themselves or condone them, putting pressure on others to imitate
- **DIFFUSE RESPONSIBILITY** - Safety in numbers. "They can't punish us all"
- **DIFFERENTIAL RE-INFORCEMENT** - Lack of sanction and getting your own way through bullying **VS** personal punishment and removal of privileges
- **NEUTRALISATION** - Bullying is "OK in certain exceptional circumstances"
- **DISINHIBITION** (Professor John Suler) - A sense of anonymity can encourage bullying
- **PLAYFUL DISINHIBITION** (Professor Qing Li) - Initially harmless exchanges deteriorate
- **DE-INDIVIDUALISATION** - People lose their sense of self-awareness for their actions



**“People are pushed, harrassed, and made to feel inferior or marginal, damaged, wounded and undermined”**

**The Rt Rev and the Rt Hon the Lord Williams of Oystermouth  
ABEL Conference - 31 May 2022**

## BIDERMAN BEHAVIOURS EMPLOYED BY BULLIES



### WHEN IS BULLYING A SAFEGUARDING MATTER ?

The Church of England states "Safeguarding" means the action the Church takes to promote a safer culture in all our churches. ....We will promote the welfare of children, young people and adults. We will work to prevent abuse from occurring. We will seek to protect those who are at risk of being abused and respond well to those who have been abused. We will take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks."

*Parish Safeguarding Handbook - 2018 - The Archbishops' Council*

Where you experience, or witness, abuse which causes adverse physical or psychological symptoms in yourself or someone else, you must report this to your Safeguarding Officer. This is particularly true where you or a third party have to obtain medical treatment.

The World Health Organisation defines medical care as provision of professional medical services **or** self-medication by an individual including the use of non-prescription remedies to treat a particular condition or symptoms.

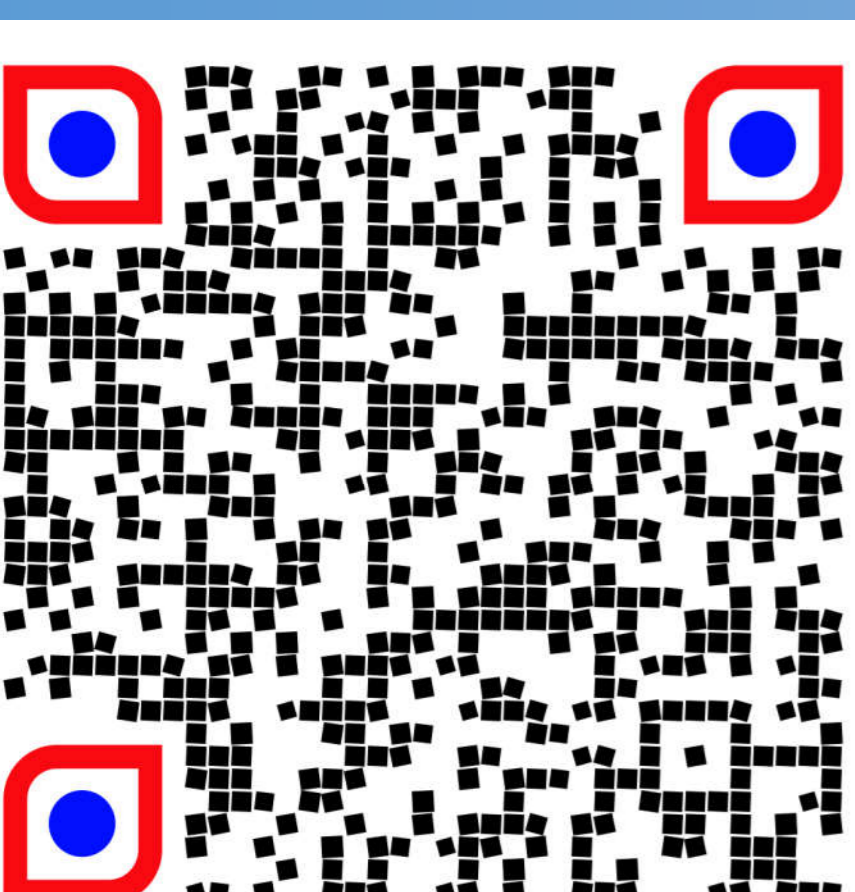
Where you experience or someone else confides in you that they have experienced negative emotions as a result of bullying behaviours as identified here which have led them to consider self-harm or to have suicidal thoughts, you must report it to your Safeguarding Officer.

Keep a note of to whom you reported it and the date and time.

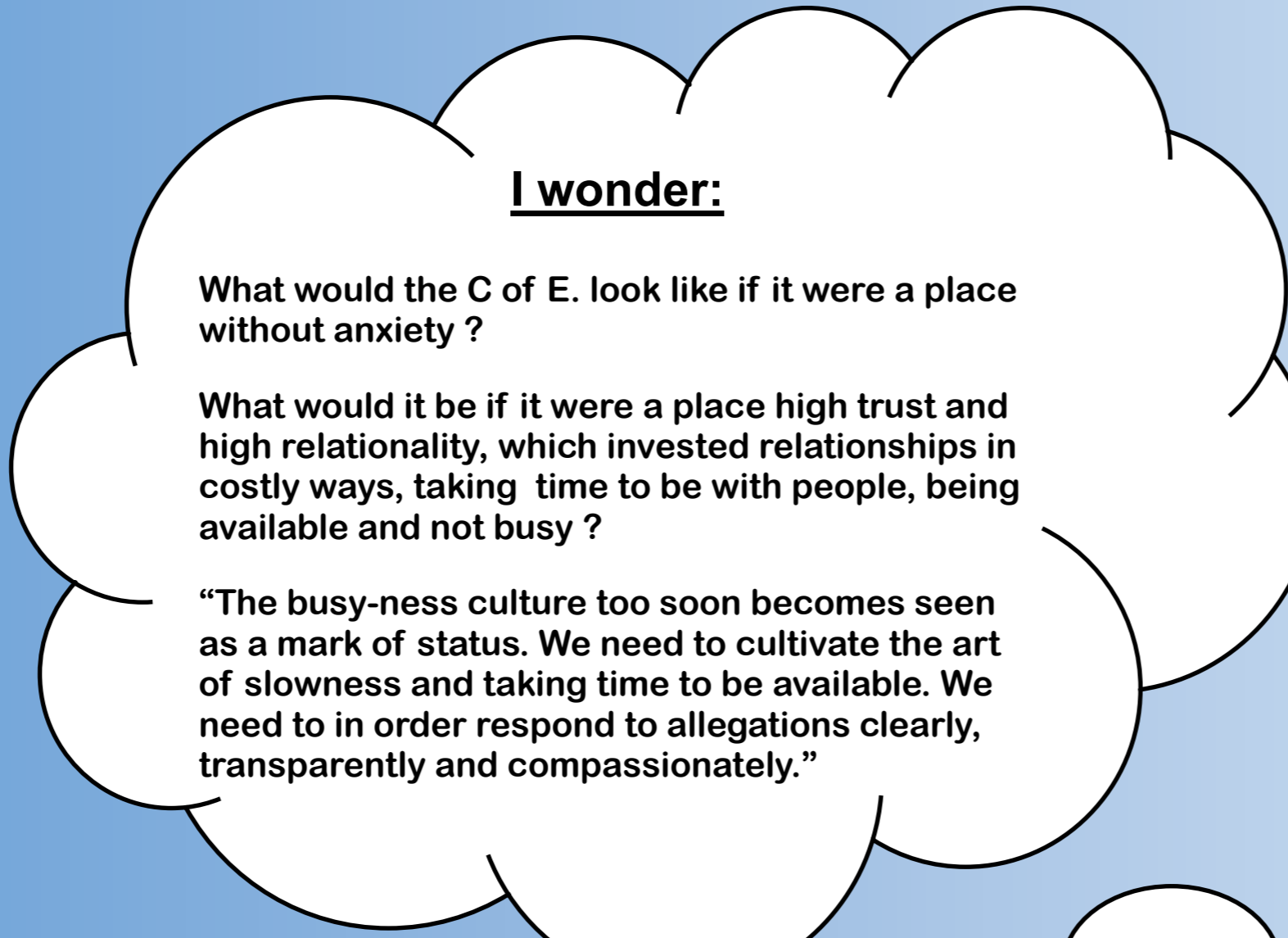
In 1957, Albert Biderman published a paper "Communist Attempts to Elicit False Confessions from Air Force Prisoners of War" which examined the coercive techniques practiced in Korea by the North Korean armed forces on United Nations prisoners of war as part of a regime of interrogation under torture.

These are summarised as "The Biderman Behaviours" which are also frequently employed by bullies who wish to coerce individuals into acquiescing to their will. These are illustrated above, and omit any references to physical coercion since these are less subtle and should be instantly apparent as bullying behaviours.

\* *Bulletin of the New York Academy of Medicine* 33(9):616-25



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ANGLICAN COMMUNION  
SAFE CHURCH COMMISSION

**Guidelines**

Guidelines to enhance the safety of all persons—especially children, young people and vulnerable adults—within the provinces of the Anglican Communion

You can download the 2022 Lambeth Conference Guidelines on abuse, including bullying by flashing the code

## THE ACTIVE BYSTANDER PROGRAMME

“What hurts the victim the most is not the cruelty of the oppressor but the silence of the bystander”

Elie Wiesel, Holocaust Survivor

What do I do when someone is being bullied?

Often we see bullying taking place and are unsure what to do. The Active Bystander Programme is one programme that can be used to help individuals and organisations address bullying.

### How Do I Prepare And Decide How To Act ?

- Notice something significant is happening. Assess for safety and barriers.
- Take some responsibility.
- Aim for de-escalation.
- Choose an intervention.
- Take action.

### What Interventions Are There ?

- Direct action
- Distraction
- Delegation
- Delay

[www.activebystander.co.uk](http://www.activebystander.co.uk)

REMEMBER.....

YOU ARE NOT ALONE



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## The Abuser's Strategy for Surviving Accusations of Abuse or Bullying



## THE NEGATIVE ACTS QUESTIONNAIRE

At a simple level, 2 or more of these acts experienced or witnessed on a regular basis suggests that serious bullying is present

*Einarsen, S., Hoel, H. and Notelaers, G., 2009. Measuring exposure to bullying and harassment at work: Validity, factor structure and psychometric properties of the Negative Acts Questionnaire-Revised. Work & Stress, [e-journal] 23(1), pp.24-44.*

- Someone withholding information which affects your performance
- Being humiliated or ridiculed in connection with your ministry
- Being ordered to do tasks below your level of competence
- Having key areas of responsibility removed or replaced with more trivial or unpleasant tasks
- Spreading of gossip or rumours about you
- Being ignored or excluded
- Having insulting or offensive remarks made about your person, attitudes or your private life
- Being shouted at or being the target of spontaneous anger
- Intimidating behaviours such as finger-pointing, invasion of personal space, shoving, blocking your way
- Hints or signals from others that you should quit your present post
- Repeated reminders of your errors or mistakes
- Being ignored or facing a hostile reaction when you approach
- Persistent criticism of your errors or mistakes
- Having your opinions ignored
- Practical jokes carried out by people you don't get along with
- Being given tasks with unreasonable deadlines
- Having allegations made against you
- Excessive monitoring of your ministerial activities
- Pressure not to claim something to which you are by right entitled (e.g. sick leave, holiday entitlement, travel expenses)
- Being the subject of excessive teasing or sarcasm
- Being exposed to an unmanageable workload
- Threats of violence or actual violence

