

Students survey into bullying and harassment 2015

1. Bullying: the true extent of the problem

Bullying and Harassment is a major problem that exists within workplaces today and everyday.

In 2013 the Society of Radiographers conducted a survey amongst our members which identified that this subject is a major issue of concern.

Building upon the findings we have published guidance for both employers and SoR representatives, health and safety representatives have received training on the issues around bullying and how behavior, tone and body language can be interpreted.

The SoR has also launched a "Stop Bullying Campaign" which departments can sign up to. We have successfully held a bullying conference which was attended by health and safety representatives and their managers.

Bullying and harassment at work, makes life intolerable for SoR members - one SoR member who is being subjected to bullying at work, is one member too many.

Everyone has the right to be treated with dignity and respect whilst at work, but too often this is not the case. One in four adults have been subjected to bullying within the last 5 years.

Bullying is often misunderstood and definitions drawn too narrowly,. It is therefore important to have an agreed definition of bullying when raising the issue at work.

The Advisory, Conciliation and Arbitration Service (ACAS) define bullying as: "Offensive, intimidating, malicious, or insulting behavior, an abuse or misuse of power through means to undermine, humiliate, denigrate or injure the recipient"

"Bullying or harassment may be an individual against an individual (perhaps by someone in a position of authority such as a superintendent or manager) or involve groups of people"

The SoR has dealt with a number of cases over the last 18 months from students on clinical placements who believe they are being bullied due to the treatment they have received (Ignored, belittled, made to feel worthless, told to get on with it, as this was how the person training was trained back in the day)

In order to determine the true extent of the problem amongst our students it would be very helpful if you could complete this questionnaire.

We would also welcome the responses from clinical lecturers and university lecturers if they have witnessed incidents or indeed been involved in incidents.

The findings of this survey will be used to gather information and identify any trends which may be occurring.

Please be assured that all information will be regarded in strictest confidence.

If you are currently being bullied and would like advice, support and guidance please contact the Society of Radiographers directly on 0207 740 7200

Would students complete the whole survey.

Lyn West-Wigley: Health and Safety Officer

Students survey into bullying and harassment 2015

1. Are you ?

- First year student,
- Second year student,
- Third year student,
- Fourth year student (Scotland),
- Clinical Lecturer,
- University lecturer

Other (please specify)

2. Do you have clinical lecturers who are employed by the university working with students on a daily basis?

(A practice educator is based in the clinical department, the role supports students and facilitates their learning. It may be referred to as a clinical lecturer, practice teacher, lecturer practitioner, clinical educator for example - it does not include daily supervisors, assessors or mentors)

- No,
- Yes.

Other (please specify)

3. Which Region/Country are you in?

- Eastern,
- London,
- Midlands,
- Northern,
- Northern Ireland,
- North Western,
- Scotland,
- South Eastern,
- South Western,
- Wales,
- Yorkshire & North Trent.

Students survey into bullying and harassment 2015

2. University:

1. Which University are you currently studying at?

- Bangor University,
- Birmingham City University,
- Canterbury Christ Church University,
- Cardiff University,
- City University, London,
- Glasgow Caledonian University,
- Kingston University & St George's Medical School,
- London South Bank University,
- Queen Margaret University,
- Sheffield Hallam University,
- Teesside University,
- The Robert Gordon University (Aberdeen),
- University Campus Suffolk,
- University of Bradford,
- University of Cumbria,
- University of Derby,
- University of Exeter,
- University of Hertfordshire (Hatfield),
- University of Leeds,
- University of Liverpool,
- University of Portsmouth,
- University of Salford,
- University of Ulster,
- University of West of England (Bristol),

2. Have you been made aware of the bullying and harassment policy at your university?

- No,
- Yes.

Other (please specify)

Students survey into bullying and harassment 2015

3. What is your perception of bullying at university?

- Non-Existent,
- Minor issue,
- Serious issue,
- Very serious issue

4. Have you been subjected to any incidents of bullying and harassment during your time at university?

- No
- Yes,

Other (please specify)

5. During your time at university have you ever experienced the following symptoms? (please tick all that apply)

- Self-doubt and loss of confidence,
- Inability to relax or switch off from work or study,
- Sleeplessness,
- Depression,
- Isolation.

Other (please specify)

6. Has your experience during your time at university led you to be absent?

- No,
- Yes,
- Yes - On more than one occasion,
- Yes - Frequently

Other (please specify)

Students survey into bullying and harassment 2015

3. Clinical placement:

Clinical placements are pivotal to students learning and progress, this is when the theory becomes reality, under the same time pressures, issues and constraints full time members of staff experience daily.

Students have listed bullying and harassment on their clinical placement as the main reason they have chosen to leave the course, replacing financial hardship.

All information will be collated for the purpose of this survey and is confidential

1. Have you been made aware of the bullying and harassment policy at your clinical placement?

No,

Yes.

2. When you commenced your clinical placement, did you receive information and training showing you how to deal with bullying and harassment?

Yes

No

Can't remember/Don't know

3. What is your perception of bullying within your clinical placement?

Non-Existent within the department,

Minor issue within the department,

Serious issue within the department,

Very serious issue within the department.

Other (please specify)

4. Have you witnessed another student being subjected to bullying or harassment whilst on your clinical placement?

No,

Yes.

Other (please specify)

Students survey into bullying and harassment 2015

5. Do you feel that you have been subjected to bullying during your clinical placement?

No,

Yes

Other (please specify)

Students survey into bullying and harassment 2015

6. During your clinical placement have you ever experienced any of the following symptoms? (please select all that apply)

- Self-doubt and loss of confidence,
- Inability to relax or switch off from work or study,
- Sleeplessness
- Depression,
- Isolation

Other (please specify)

7. Has your experience during clinical placement led you to be absent from the department?

- No,
- Yes,
- Yes - on more than one occasion,
- Yes - Frequently

Other (please specify)

Students survey into bullying and harassment 2015

4. Are you currently being bullied?

Whether at clinical placement or university?

1. Are you currently being bullied?

No,

Yes.

Other (please specify)

2. Where are the incidents happening

University,

Clinical placement.

Other (please specify)

3. If you have been subjected to bullying behaviour, how often has it happened?

Once,

2-5 incidents,

5-10 incidents,

above 10 incidents.

Other (please specify)

4. How often do the incidents happen?

Daily,

Weekly,

5. When do the incidents happen?

During the day?

During the evenings?

During shifts?

When management are not around?

Students survey into bullying and harassment 2015

5. The perpetrator

We would like to gather details of the person who is doing the bullying.

1. Are you being bullied by?

- Clinical Staff,
- Department Manager,
- Practice Educators
- Lecturers
- Student.

Other (please specify)

2. Are you aware of anyone else on clinical placement who is being subjected to bullying from the same perpetrator?

- No,
- Yes.

3. Does this take place on?

- Campus,
- Clinical placement

4. To your knowledge has the bully been challenged about their behaviour?

- No,
- Yes.

5. If so, by whom?

- You,
- Colleagues,
- Management,
- Practice educator,
- Reps.

6. is the perpetrator?

- Male,
- Female.

Students survey into bullying and harassment 2015

6. The incident

We understand that this part of the survey may be difficult to discuss, but any information that you provide would be most helpful

1. What form does the bullying take (tick all relevant)

- Threats and abuse?
- Intimidation?
- Humiliation and belittling?
- Setting unrealistic tasks,
- Excessive criticism?
- Ignoring or ostracising you?
- Threatening you with loss of your placement?
- Spreading lies or rumours?
- shouting at you?
- Discussing other students in front of you?

Other (please specify)

2. What was the nature of the incident?

- Harassment
- Physical assault
- Rude Gestures
- Threats
- Verbal abuse

Other (please specify)

3. What are your thoughts on the way the incident was handled?

5 Very poor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4 Poor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3 Satisfactory	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2 Good	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1 Excellent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

Students survey into bullying and harassment 2015

4. Have you ever thought about leaving university due to the bullying?

No,

Yes

Other (please specify)

5. Have you thought about leaving your clinical placement due to the bullying?

Yes,

No.

6. If you wish to provide more details about the incident/s.

Students survey into bullying and harassment 2015

7. Reporting of the incidents

1. Have you reported the incidents of bullying?

Yes,

No.

2. If you did not report the incident, could we enquire why not?

3. How do you feel about having to deal with a similar situation in the future?

4. What steps were taken by management, clinical educator after you reported the incident?

8. Further information

All responses are treated in the strictest confidence

1. If you wish to describe in greater detail any issue, your university or clinical placement name, please feel free to use this section:

Students survey into bullying and harassment 2015

9. Prize

Thank you for taking time to complete the survey, There is a prize of an iPad for one person chosen from participants.

If you wish to enter, please add your name at the end, if you do not wish to enter then please do not add your name.

Any information gathered is in the strictest confidence, names entered will not be used for any other purpose than the prize draw.

1. Please fill in your name below if you wish to be entered into the prize draw