



Social Conflict vs Bullying

Avenues to Addressing Each



CONFLICT	RUDE	MEAN	BULLYING
Occasional	Occasional	Once or Twice	Is REPEATED
Not planned; in the heat of the moment	Spontaneous: unintentional	Intentional	Is planned and done on purpose
All parties are upset	Can cause hurt feelings; upset	Can hurt others deeply	The target of the bullying is upset
All parties want to work things out	Based in thoughtlessness, poor manners or narcissism	Based in anger; impulsive cruelty	The bully is trying to gain control over the target
All parties will accept responsibility	Rude person accepts responsibility	Behavior often regretted;	The bully blames the target
An effort is made by all parties to solve the problem			The target wants to stop the bully's behavior, the bully does not
Can be resolved through mediation	Social skill building could be of benefit	Needs to be addressed/ should NOT be ignored	CANNOT be resolved through mediation

What is Social Conflict?

- A disagreement or a difference of opinion or interests between equals.
- The people involved in a conflict may disagree vehemently and emotions may run high.
- Both parties have power to influence the situation. That is their goal.
- If managed badly, it may result in aggression

What is Bullying?

- 1) The negative behaviors are intentionally targeted at a specific individual (it isn't an accident that this incident happened)
- 2) Repeated behavior (it isn't usually a onetime event)
- 3) Imbalance of power (physical or social) or strength between the person doing the bullying and the target of the behavior.

How do we respond to social conflict at Hatch?

- Assist with self-reflection
 - Reading cues from peers to see if lines have been crossed or feelings hurt
 - Modify behavior
- Peer mediation
- Problem solving social skill teaching
- Conflict resolution social skill teaching

These responses are NOT appropriate for bullying

- Peer mediation/conflict resolution programs assume there is a bit of both right and wrong on both sides.
- Another common assumption in such programs is that both parties have about the same negotiating power.
- In peer mediation/conflict resolution programs, the mediator is told not to take a moral stand on the issue at hand. In the case of bullying, it is very important that the adults take a moral stand and clearly communicate that bullying is not acceptable.
- Conflict resolution/peer mediation programs leave most of the responsibility for solving bullying problems to the students.

How do we respond to bullying at Hatch?

- Schoolwide, classroom, individual, and community structures to prevent bullying (such as increasing adult supervision in hot spots, use of social-emotional curriculums)
- Education surrounding what bullying is and roles in a bullying situation
- Ensure safety of the student who is targeted
- Ensure the student (or students) who has bullied, or encouraged the bullying, take responsibility for his or her actions.
- Intervene consistently and appropriately in bullying situations (use non-physical, non-hostile negative consequences when rules are broken)
- Notify parents of all involved students when bullying incidents occurs
- Reinforce students for positive, inclusive behavior

What do I do if social conflict is reported at home?

Before the conflict resolution can be taught, a child first needs:

- Manage strong emotions (use strategies to control strong feelings)
- Verbally express own thoughts & feelings
- Identify the problem and express own needs (talk about their own wants/needs/fears/concerns without demanding an immediate solution)
- Understand the other person's perspective
- Generate a number of solutions to the problem
- Negotiate a win-win solution

What do I do if social conflict is reported at home?

- Coach child how to respond (including practicing through role play)
- Importance of “cooling off” before attempting to solve the problem
- Use of “I Messages” & listening to peer’s share his/her side
 - I feel ____ when you _____. I would like you to _____.
 - Allowing peer to share his/her side.
 - Work to reach a solution together
- Problem solving steps (STEP)
 - State the problem without blame
 - Think of solutions
 - Explore the consequences of each solution
 - Pick a plan
- Model compromise (I give a bit and I expect you to give a bit)
- Model cooperation (Discover ways of helping everyone to get what they want)

What do I do if bullying is reported at home?

- Never tell your child to ignore the bullying.
- Don't blame your child for the bullying. Don't assume your child did something to provoke the bullying.
- Allow your child to talk about his or her bullying experiences.
- Empathize with your child. Tell him or her that bullying is wrong, that it is not his or her fault, and that you're glad he/she had the courage to tell you.
- If you disagree with how your child handled the bullying situation, don't criticize him or her. It is often very difficult for children to know how best to respond.
- Don't encourage physical retaliation.

What do I do if social conflict is reported at home?

- Check your emotions. A parent's protective instincts stir strong emotions. Although it is difficult, step back and consider the next steps carefully.
- Contact teacher, social worker, or principal and share your concerns.
- Work closely with the school personnel to help solve the problem.
- Encourage your child to develop interests and hobbies that will help build resiliency in difficult situations like bullying.
- Encourage your child to make contact with friendly students in his/her class or help your child meet friends outside of school.
- Teach your child safety strategies, such as how to seek help from an adult.
- Make sure your child has a safe and loving home environment.

Response difference at home

Social Conflict	Bullying
Coach & role play solutions Encourage compromise, cooperation, & seeing other's perspectives	Step in, contact school Empathize Support child

Example of Social Conflict

Aaron, a boy in Grade 1, was approached by another boy, David, in his grade and invited to play. Aaron told David that he did not want to play with him. Since that time, David has approached Aaron every day for two weeks to ask him to play. David has few friends and seems desperate to make friends with Aaron. Aaron is beginning to feel harassed by David.

Example of Bullying

Michael, a very popular boy, initiates and organizes different games at noon every day in the playground. All the children play, if they wish, except one boy. This boy, Tyler, is small for his age and very shy. Michael says he doesn't want to play with this child, and they're his games, since he organizes them, so he gets to choose. Tyler sits all alone during the games and looks very sad and unhappy.

Example of Social Conflict

A girl in Grade 3 has accused a boy in her class of stealing the dessert from her lunch. She yelled at him in front of all the kids in the lunchroom and he argued back that he hadn't stolen it. Then she went to tell the teacher.

Example of Bullying

Jenny, a very well liked girl in 3rd grade, pushed Linda, a new student, in class one afternoon. Linda told the teacher and Jenny apologized. The next day Jenny blocked the door so Linda couldn't leave the classroom. Linda got the teacher again and Jenny apologized. At recess the next day Jenny doesn't allow Linda to play a game with the other peers. Linda got the teacher again but this time is crying that this behavior is happening every day.