



Kia ora, Bula & Hello

Friday the 19th is Pink Shirt Day in New Zealand!

An annual observance since 2019, Pink Shirt Day, organised by the Mental Health Foundation, is dedicated to solidarity against bullying and promoting positive mental health. Its mission is to “create a society where everyone feels safe, valued, and respected”. By wearing pink shirts we can demonstrate our commitment to standing up against bullying and fostering a culture of kindness, empathy, and inclusivity. You can read more on the [Pink Shirt Day](http://www.pinkshirtday.org.nz) website, which has loads of information and resources for you to run your own Pink Shirt Day at work – www.pinkshirtday.org.nz.

Managing positive mental health in your workplace

This month's blog focuses on information for those who manage workplaces (team leaders, managers, supervisors) but since we *all* play a part in keeping our workplaces safe and inclusive, it's helpful for everyone to understand. Below is an excerpt on what bullying is, and you can read the full blog [here](http://www.raisementalhealth.co.nz/bullying-in-the-workplace) - www.raisementalhealth.co.nz/bullying-in-the-workplace.

How to recognise bullying

Bullying is a complex issue that can take various forms, but all can have negative and long-lasting impacts on the individuals involved, as well as the wider workplace. The three most common forms of bullying are:

Physical bullying - the use of physical force or aggression to harm or intimidate others. It includes actions such as hitting, kicking, pushing, tripping, spitting, or any other form of physical attack. Physical bullying often leaves visible signs of injury and can lead to physical pain, emotional distress, and long-lasting trauma for the victim.

Verbal bullying - the use of words or language to belittle, humiliate, or insult others. It includes name-calling, taunting, teasing, making derogatory remarks, spreading rumours, or engaging in hate speech. Verbal bullying can occur in person, but it has also expanded into the digital realm through cyberbullying, which takes place online through social media platforms, instant messaging, or other digital communication channels.

Relational aggression - also known as social or emotional bullying, relational aggression involves manipulating social relationships to harm or exclude others. It includes actions such as spreading rumours, social exclusion, gossiping, public humiliation, and undermining someone's social status. While relational aggression tends to be more prominent among girls, it can occur in any gender and age group. This form of bullying primarily focuses on damaging a person's social standing and psychological wellbeing.

Take note that these examples bullying are not mutually exclusive, and individuals may experience multiple forms at the same time or at different times.



Helpful Raise resources

Check out these blogs for ideas and resources that can support you in fostering positive mental health in the workplace.

Communicating under pressure - www.raisementalhealth.co.nz/communicating-under-pressure---part-two

Building a positive workplace culture - www.raisementalhealth.co.nz/building-a-positive-workplace-culture

Creating positive workplace relationships - www.raisementalhealth.co.nz/creating-positive-workplace-relationships

Plus our info sheet with **10 tips for dealing with workplace bullying**

www.raisementalhealth.co.nz/uploads/6/8/8/3/6883838/10_tips_for_dealing_with_workplace_bullying.pdf

Raise is here to help

If you could do with some personalised professional support, don't hesitate to get in touch.

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