

DIARY DATE – ARMISTICE DAY Tuesday 11th November 2014

A two minute silence is observed at 11am on the 11th day of the 11th month because this is when the Great War or World War One came to an end in 1918. Today this anniversary is used to remember everyone that has died while at war. This includes World War Two, the Falklands War, the Gulf War, Iraq, Afghanistan and conflicts in Bosnia, Rwanda and Kosovo. **Remembrance Day in the UK is; Sunday 9th November**

www.britishlegion.org.uk/remembrance

**DIARY DATE – INTERNATIONAL DAY FOR TOLERANCE Sunday 16th November 2014**

The International Day for Tolerance recognises the universal human rights and fundamental freedom of others. This day is marked annually after the United Nations 'Year of Tolerance' in 1995. www.un.org/en/events/toleranceday

DIARY DATE – ANTI-BULLYING WEEK 17th – 21st November 2014

Bullying is a serious issue that should be challenged and the more it is, the better chance we have at beating it! <http://www.antibullyingweek.co.uk/>

ADULT BULLYING

We read and hear so much nowadays about children being bullied, especially in schools and online. But what about adults?

Those who are bullied in childhood often continue to be bullied as adults. The victims of adult bullying may find little or no sympathy from work colleagues, friends and family.

In the simplest terms, bullying means one person, or a group of people, being deliberately cruel to another person or group, for any reason. Although childhood bullies are usually quite easy to spot, adult bullies can be sly, subtle, and difficult to expose. A life-long bully has had years of practice. Some have learned to be very cunning indeed. Some hide behind masks of authority, superior knowledge, money or other type of power. But all bullies have one thing in common: they want to hurt someone. Being the victim of a bully can be a devastating experience, and can affect every aspect of a person's life long after the bully has moved on to another victim.

A BBC article in April of this year highlighted the fact that people who are bullied as children continue to suffer the effects well into adulthood; <http://www.bbc.co.uk/news/health-27063715>

It's sad to report that bullying in the workplace is common with 14% of employees claiming they have been bullied.

How do you know the difference between a bully and a tough Manager? A Manager should be a person who is a motivator who encourages team members to improve. "Tough but fair" is the usual description, but a bully will enforce targets or ideas without discussion or explanation. A manager supports colleagues, but a bully ridicules them.

Workplace bullying can take many forms:

- Shouting or swearing at an employee or otherwise verbally abusing him or her
- Being singled out for unjustified criticism or blame
- Being excluded from company activities or having his/her work or contributions purposefully ignored
- Language or actions that embarrass or humiliate an employee
- Practical jokes, especially if they occur repeatedly to the same person

What can you do if you think you are being bullied?

When someone is bullying you, it is unlikely that there is anything you can say or do to make the bully feel like being nice to you.

- *Tell someone you trust. Find a safe person and tell him or her what's been happening to you. Name names and give details. Make your situation very clear. This may require a bit of courage, but you can find it.*
- *Find out what your employer's policy on bullying is, most company's have a zero-tolerance policy*
- *Keep a diary of events*
- *Write to the bully telling them their behaviour is unacceptable*
- *Arrange for a witness to the bullying. For instance, if you know that the person who bullies you picks certain times or situations to victimise you, ask someone you trust to watch or listen when the bullying takes place.*
- *Confront the bully. You can do this yourself if you feel able; your trusted person or witness can do it on your behalf. Once exposure happens, the bullying is likely to stop.*

WORLD KINDNESS DAY

To change the mood this month let's all get involved with WORLD KINDNESS DAY which is being celebrated on **Thursday November 13th**.

Imagine what the world would be like if each person did one kind thing for someone else. World Kindness Day is a lovely day that's celebrated all around the world. It's a day of acceptance and diversity that encourages individuals to overlook boundaries, race and religion. Being kind to someone else improves our own happiness.

Get started making a difference with these simple ideas:

1. Compliment the first three people you talk to
2. Dedicate 24 hours to spreading positivity on social media
3. Send flowers to a friend
4. Spend time with someone you've not seen for a while
5. Complain less
6. Donate to charity
7. Hold the door open for someone
8. Be courteous on the roads, no more road rage!
9. Call that friend you've been meaning to contact
10. Make kindness a priority



Guru Nanak

Sikhism was founded in the 16th century in the Punjab district of what is now India and Pakistan. It was founded by **Guru Nanak** and is based on his teachings, and those of the 9 Sikh gurus who followed him.

There are approximately 20 million followers worldwide, most of whom live in the Punjab province of India. The 2011 census recorded 420,196 Sikhs living in England.

On the 6th November Sikhs celebrate Guru Nanak's birthday by reading the Sikh holy book, the Guru Granth Sahib, continuously from beginning to end. This is done by a team of Sikh men and women, each reading for 2-3 hours over 48 hours, beginning 2 days before and ending early on the morning of the birthday.

On the day before the birthday, processions are held in India and in some parts of England. The Gurdwaras (places where Sikhs go to pray) or the homes of Sikhs are decorated with flowers, flags and lights. Everyone joins together to sing, pray and eat together. Celebrations may also include fireworks. To learn more visit; www.sikhs.org/summary.htm

DIARY DATES

- 1st December World Aids Day**
- 3rd December International Day for Persons with Disabilities**
- 10th December Human Rights Day**