

## **DR ELIZABETH NASSEM**

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### **PROFILE**

Dr Elizabeth Nassem is a consultant and researcher in school bullying. She has a doctorate in school bullying and is an experienced teacher. Elizabeth specialises in supporting schools and organisations to resolve bullying using evidence-based approaches and interventions which harness the voice of individuals involved to resolve their specific experiences of bullying. She is a published author who has recently written a book, *'The Teacher's Guide to Resolving Bullying: Evidence-based Strategies and Pupil-led Interventions'*. She has written in journal articles and for educational magazines, and her work frequently features in the national media.

### **QUALIFICATIONS**

- 2012 EdD, *'Where does Bullying Exist in Children's Everyday Experiences of School?'* University of Huddersfield.
- 2006 PCET (PGCE) Social Sciences, University of Huddersfield.
- 2004 MSc Applied Psychology of Learning Disability, University of Portsmouth.
- 2001 BSc (Hons.) Psychology, University of Central Lancashire.

### **EMPLOYMENT**

#### **Educational and Workplace Anti-bullying Consultant and Researcher (full-time)**

May 2019 – Present, Bullied Voices

Established 'Bullied Voices' which provides advice, research, resources and services to support individuals and organisations to resolve bullying. This service is based upon my doctoral research into school bullying and my post-doctoral interventions which focus on harnessing the voices of individuals to resolve bullying.

#### **Educational Researcher (full-time)**

May 2016 – April 2019, Birmingham City University, Birmingham

#### **Anti-bullying Advisor (part-time)**

July 2011 – August 2011; September 2014 – December 2015

Huddersfield Pakistani Community Alliance; Thornhill Community Academy

#### **Research Development Framework Administrator (part-time)**

November 2011 – May 2016 University of Huddersfield, Huddersfield

#### **Teaching, Training and Lecturing**

*Higher Education:* September 2005 - May 2006 and April 2011 – April 2019

- Birmingham City University
- University of Huddersfield

*Further Education:* March 2005 – July 2007

- Joseph-Priestly College, Leeds
- Protocol National, Wakefield

*Secondary and Primary Education:* July 2005 - February 2009, October 2019 – Present

- Teaching Personnel, Leeds
- Quay Education, Sheffield

**Administration** (part-time)  
December 2009 - June 2011  
Wakefield Council, Normanton

**Social and Community Care** (part-time)  
July 2000 – December 2004

- Carr-Gomm, Preston
- Preston and District Scope, Preston
- South West Yorkshire Trust, Wakefield

## **CONSULTANCY IN BULLYING: EVIDENCE-BASED STRATEGIES**

### **CPD Delivery in School Bullying**

Provided CPD to various schools and organisations about how to understand and resolve bullying using evidence-based approaches which harness the voices of individuals. Worked for Kirklees council to train their PSHE Primary and Secondary school networks. Designed and delivered training to staff about school bullying in schools such as St. Bernadette's Catholic primary school, Yardley and to trainee teachers at Birmingham City University. CPD has increased the skills and resources of trainees on dealing with bullying, and participants have used what they have learnt to provide training to colleagues.

### **Anti-bullying Interventions**

Researched and developed a bespoke intervention to tackle bullying where pupils and staff actively participate in the design, delivery and evaluation of the intervention (King's School 2018). Designed and implemented a pupil-led campaign to tackle bullying, and provided mentoring to children who engaged in bullying and/or were victimised (Thornhill Community Academy, 2014 - 2015). Interventions have reduced bullying and helped children interact more respectfully with other pupils and teachers.

### **Workplace bullying**

Reviewed workplace anti-bullying policies and made recommendations of how they could be improved for Barry Sheerman, MP. Designed and delivered CPD about workplace bullying to The Royal College of Surgeons of Edinburgh. Represented union members (UNISON University of Huddersfield branch 2015 – 2017) who were being bullied in the workplace in informal and formal meetings with their employer, providing support to resolve their bullying. As an equalities officer (UNISON, University of Huddersfield branch 2015 – 2016) I provided training and forums for UNISON and UCU members at the University of Huddersfield on workplace bullying and related issues such as stress at work.

**Anti-Bullying Conference:** Organised the "*All equal, all different*": *Contemporary research and practice in anti-bullying* Conference, 2017 at Birmingham City University in partnership with Birmingham City Council where 100 educators, academics, researchers and campaigners gathered together to share the latest research on school bullying and discuss practices to tackle bullying.

### **Income Generation from Consultancy and Research**

Earned a total of £13,318 from the following consultancy projects:

Reviewed workplace anti-bullying policies and supported constituents in Huddersfield with personal matters such as overcrowded housing and disability discrimination for Barry Sheerman, MP, September 2019.

Trained PSHE school staff in primary and secondary schools for Kirklees council about how to understand and resolve school bullying, July 2019.

Investigated bullying in King's school, Worcester and provided a report with strategies to help resolve the problem and evaluate these strategies, July 2018.

Delivered training about workplace bullying and how to deal with it to The Royal College of Surgeons of Edinburgh for their conference on Tackling Bullying and Undermining Behaviour, February, 2018.

Organised the '*All equal, all different: Contemporary research and practice in Anti-bullying*', and presented my research, Birmingham City University, November 2017.

Provided training to St. Bernadette's Catholic primary school, Yardley about how to understand and tackle bullying, June 2017.

#### Income Generation from Research

Awarded £5,000 from Birmingham City University to develop pupil-led anti-bullying interventions, May 2017.

Achieved a studentship for my EdD of full payment of tuition fees for six years and £1,500, September 2006.

## **RESEARCH**

### **Previous Research Projects**

*'Pupil-led anti-bullying interventions'* (Birmingham City University 2017 - 2018).

Designed, implemented and evaluated pupil-led anti-bullying interventions. Interventions have reduced bullying, helped children exercise their voice and improved how they responded to conflict.

*'Evaluation of service provision for children with learning disabilities in Birmingham'* (Birmingham City University and Children's Quarter 2016 - 2018). Developed and analysed online questionnaires to evaluate service provision in Birmingham for children with learning disabilities.

*'Pupils as research partners in primary school'* (Birmingham City University, 2016 – 2017). Evaluated teachers' perceptions of their work with pupils as researchers. Supported older pupils to teach younger pupils what they had learned.

*'Evaluation of the Holiday Kitchen project of learning, food and play for families from deprived backgrounds in the West Midlands'* (Ashram Moseley Housing Association and Birmingham City University, 2016 – 2017). Helped design questions for parents and service providers to evaluate the Holiday Kitchen project and input this data.

*'Where does bullying exist in children's everyday experiences of school?'* (University of Huddersfield, 2012). Researched children's daily experiences of bullying in school for my EdD.

*'How carers in services for people with learning disabilities perceive their work and learning disability'* (University of Portsmouth, 2004). Researched carers' perceptions of their work and learning disability for my masters.

### **Research Skills and Methodologies**

Defining research questions; conducting literature reviews, collecting and analysing data qualitative data; applying a theoretical approach; using a broad range of qualitative methods such as observations, focus groups, individual interviews and diaries; project evaluation and of writing to a high academic standard. Skilled in using computer packages to collect and analyse data such as SPSS, NVIVO and the Bristol online survey. Experienced in using Power-point, Word and Excel. Disseminate my research and engage with external stakeholders through the website I have created: [www.bulliedvoices.com](http://www.bulliedvoices.com); social media such as Twitter; and blogging.

### **PUBLICATIONS**

#### **Summary**

I have written about my research in peer reviewed journal articles, for educational magazines and for newspapers. I have recently written a book to support teachers to resolve bullying through evidence-based strategies and pupil-led interventions. My research has been used as evidence in parliament and frequently featured in the national media through newspaper articles, radio and the internet. It has also been used as a resource to educate individuals by the British Council.

#### **Book**

Nassem, E. M. (2019) *The Teacher's Guide to Resolving School Bullying: Evidence Based Strategies and Pupil-Led Interventions*. London: Jessica Kingsley.

#### **Articles**

Nassem, E. (2019) Bullying, A New Approach, *SecEd*, February.

Nassem, E. (2018) Bullying is still rife in schools. Here's how teachers can tackle it. *The Guardian Teacher Network: Lessons from Research* [online]  
<https://www.theguardian.com/teacher-network/2018/jan/17/bullying-is-still-rife-in-schools-heres-how-teachers-can-tackle-it>.

French, A., Lowe, R., and Nassem, E. (2018) 'Children participating as researchers in primary schools: what's in it for teachers?' *Education 3-13*, 47 (2), 148-161.

Nassem, E. M. (2017) 'The complexity of children's involvement in school bullying'. *Journal of Children's Services*, 12 (4), 288-301.

Nassem, E. (2015) 'Why do children bully?' *School Leadership Today*, 6 (5), 68-73.

Nassem, E. (2011) 'Bullying: Practical problems and new solutions.' *International Bully Prevention Newsletter*, September.

#### **Book in Progress**

Nassem, E. (2020) *The Bullying Club! Come and Join*.

#### **Articles in Progress**

Nassem, E. M. (2020) 'The link between punishments used in school and school bullying.' Forthcoming article to be submitted to *Cambridge Journal of Education*.

### **Conference Papers and Presentations**

Nassem, E. (2019) Using pupil-led approaches to understand and resolve school bullying, *All Party Parliamentary Group on Bullying*, 18<sup>th</sup> July, House of Lords, London.

Nassem E. (2019) ‘Does zero-tolerance work with vulnerable young people?’ (panel debate). *10<sup>th</sup> Education Festival*, 20<sup>th</sup> June, Wellington College, Wellington.

Nassem, E. (2018) ‘Understanding the complexity of bullying amongst children and effective strategies to reduce it’ *British Society of Paediatric Dentistry Teachers’ Branch Study Day 2018*, 11<sup>th</sup> September, Caird Hall, Dundee.

Nassem, E. (2018) Understanding children’s complex experiences of bullying: From research to enterprise *CSPACE Conference: Creativities in Educational Research – Weaving and Entanglements*, 3<sup>rd</sup> July, Birmingham City University, Birmingham.

Nassem, E. (2018) ‘Understanding and tackling children’s complex experiences of bullying’ *Anti-bullying Alliance Members’ Meeting*, 18<sup>th</sup> April, Lift, London.

Nassem, E. (2018) ‘Lessons learnt from outside the NHS: The complexity of bullying ... and what to do about it’ *Tackling bullying and undermining in the NHS*, The Royal College of Surgeons Edinburgh and The Royal College of Obstetricians and Gynaecologists, 8<sup>th</sup> February, The Studio, Birmingham.

Nassem, E. M. (2017) ‘NEW pupil-led anti-bullying interventions. Paper presented at *All equal, all different: Contemporary research and practice in Anti-bullying*, 15<sup>th</sup> November, Birmingham City University, Birmingham.

Nassem, E. M. (2017) ‘How can research into the complexity of school bullying develop into a service to support teachers to deal effectively with it?’ Paper presented at the *8<sup>th</sup> Teacher Education Advancement Network Annual Conference*, 12<sup>th</sup> May, Conference Aston, Birmingham.

French, A. and Nassem, E. M. (2017) ‘What can be gained by helping teachers to feel confident about using child-led research in primary schools?’ Paper presented at the *8<sup>th</sup> Teacher Education Advancement Network Annual Conference*, 11<sup>th</sup> May, Conference Aston, Birmingham.

Nassem, E. M. (2016) ‘Working with “bullies” as agents of change’. Paper presented at *Power for Good: Anti-bullying Event*, Council House, 18<sup>th</sup> November, Birmingham.

Nassem, E. M. (2016) ‘How do children who engage in bullying perceive their behaviour?’ Paper presented at the *CSPACE Conference*, 11<sup>th</sup> July, Birmingham City University.

Nassem, E. M. (2013) ‘How children’s engagement in learning is associated with bullying.’ Paper presented at the *BPS Psychology of Education Section Conference* 8<sup>th</sup> - 10<sup>th</sup> November, Marriot Hotel, York, BPS.

Nassem, E. M. (2013) ‘Why do children bully? A child’s perspective.’ Paper presented at the *BPS CogDev Section Conference* 4<sup>th</sup> - 6<sup>th</sup> September, University of Reading, BPS.

Nassem, E. M. (2013) 'Where does bullying exist in children's everyday experiences of school?' Paper presented to the *Dignity@Work Advisors*, Huddersfield, 10<sup>th</sup> June, University of Huddersfield.

Nassem, E. M. (2011) 'Modalities of bullying in the everyday experience of school'. Poster presented at the *BPS Developmental Psychology Section Conference, Newcastle*, 7<sup>th</sup> - 9<sup>th</sup> September, University of Northumbria, BPS.

Nassem, E. M. (2011) 'Understanding bullying: Practical problems and implications. Paper presented at the *7<sup>th</sup> Annual BESA Conference, Manchester*, 30<sup>th</sup> June - 1<sup>st</sup> July, Manchester Metropolitan University, BESA.

Nassem, E. M. (2010) 'Are current perceptions of what constitutes as bullying part of the cure or the disease?' Paper presented at the *Research Festival: School of Education, Huddersfield*, 9<sup>th</sup> March, University of Huddersfield.

Nassem, E. M. (2009) 'What cultures and values inherent in schools perpetuate bullying?' Paper presented at the *5<sup>th</sup> Annual BESA Conference, Staffordshire*, 2<sup>nd</sup> - 3<sup>rd</sup> July 2009, University of Staffordshire, BESA.

### **Research used as Evidence in Parliament**

Nassem, E. (2019) Written evidence from Dr Elizabeth Nassem, *Education Committee Special Educational Needs and Disabilities Inquiry*, May.

House of Commons Library (2018) Anti-bullying week debate pack (CDP-0243) London: Open Parliament.

HC Deb (2018) Vol 0243, Col 184 Available at:  
<https://hansard.parliament.uk/Commons/2018-11-15/debates/D91220AD-5515-4B98-AB4B-DDF9E8EC003B/Anti-BullyingWeek>.

### **Media Work**

#### **Articles**

'How to deal with cyberbullying', *The Telegraph*, 6<sup>th</sup> March 2019.

'Backing the 'bullies: why bullying is endemic in school and what needs to change', *The Phoenix Newspaper*, 12<sup>th</sup> November 2018.

'Half of children worried about returning from school holidays because of bullying, poll finds', *The Daily Telegraph*, September 3<sup>rd</sup> 2018.

'Peter Rabbit filmmakers apologise after viewers accuse them of allergy bullying', *Birmingham Mail*, February 12<sup>th</sup> 2018.

'Birmingham conference to explore strategies to tackle school bullying' *The Educator*, November 3<sup>rd</sup> 2017.

'What you should do if you're being bullied,' *Metro*, July 17<sup>th</sup> 2017.

‘Worker’s rights theme of MP’s talk,’ *Huddersfield Daily Examiner*, September 21<sup>st</sup> 2015, p.11.

‘Take a risk for career development, researchers told,’ *Research Fortnight*, March 26<sup>th</sup> 2014.

‘Question Time: Dr Elizabeth Nassem,’ *Huddersfield Daily Examiner*, July 4<sup>th</sup> 2013.

‘Study into racism and bullying in schools,’ *Huddersfield Daily Examiner*, July 5<sup>th</sup> 2011.

‘Think before texting risqué pictures, experts warn Huddersfield youngsters,’ *Huddersfield Daily Examiner*, February 9<sup>th</sup> 2011.

‘Researcher Elizabeth Nassem takes part in summer challenge to help stamp out bullying,’ *Huddersfield Daily Examiner*, August 10<sup>th</sup> 2011.

‘University of Huddersfield student Elizabeth Nassem starts consultancy business on bullying during national anti-bullying week,’ *Huddersfield Daily Examiner*, November 19<sup>th</sup> 2010.

‘Bullying needs to be nipped in the bud,’ *Huddersfield Daily Examiner*, August 25<sup>th</sup>, p.28-29, 2010.

‘Victim’s fight to beat bullying in our schools,’ *Hemsworth Express*, August 5<sup>th</sup>, p.8 2010.

‘Blighted by bullies... how children can escape persecutors in the playground,’ *Yorkshire Post*, July 26<sup>th</sup>, p.9, 2010.

### **Radio Interviews**

‘Trolling and cyberbullying’, *BBC Radio West Midlands*, 16<sup>th</sup> September 2019.

‘Exclusion from school and bullying’, *BBC Radio Surrey*, 29<sup>th</sup> January, 2019.

‘How schools can combat bullying’, *BBC Radio Surrey*, 13<sup>th</sup> September, 2018.

‘Have you experienced bullying?’ *BBC Radio Leeds*, 4<sup>th</sup> September, 2018.

‘Some parents encourage their kids to fight back against the bully at school. Is this the worst advice you can give a child?’ *BBC Radio 5 live*, 13<sup>th</sup> June 2018.

‘Food allergy bullying in Peter Rabbit’, *BBC Radio West Midlands*, 12<sup>th</sup> February 2018.

‘Anti-bullying conference at Birmingham City University’, *Heart, Capital and Smooth FM Radio West Midlands*, 15<sup>th</sup> November 2017.

‘Tackling bullying’ *BBC Radio Leeds*, 30<sup>th</sup> June 2017.

‘Ceop report about children self-harming who have been blackmailed online,’ *The pulse of West Yorkshire*, September 19<sup>th</sup> 2013.

‘Anti-bullying interventions in school,’ *The pulse of West Yorkshire*, June 21<sup>st</sup> 2013.

‘Racism in schools,’ *The pulse of West Yorkshire*, July 4<sup>th</sup> 2011.

‘Racism in schools’ *Sunrise Radio*, July 4<sup>th</sup> 2011.

‘Should teachers do more to reduce bullying?’ *The pulse of West Yorkshire* May 4<sup>th</sup> 2011.

‘Child protection and dangers of children and young people sexting,’ *BBC Radio Leeds*, February 7<sup>th</sup> 2011.

‘Child protection issues concerned with children and young people sexting,’ *The pulse of West Yorkshire*, February 7<sup>th</sup> 2011.

‘Cyber-bullying,’ *BBC Radio Leeds*, November 14<sup>th</sup> 2010.

‘Should cyber-bullying be a crime?’ *Radio Aire*, November 14<sup>th</sup> 2010.

‘Should cyber-bullying be a crime?’ *The pulse of West Yorkshire*, November 14<sup>th</sup> 2010.

‘Anti-bullying consultancy,’ *BBC Radio Leeds*, August 2<sup>nd</sup> 2010.

### **Blogs**

Nassem, E. (2019) *What are schools missing when it comes to tackling bullying?*  
<http://www.jkp.com/jkpblog/2019/10/what-is-missed-when-it-comes-to-tackling-school-bullying/>

Nassem, E. (2019) *Research informed teaching*, <https://www.bcu.ac.uk/education-and-social-work/research/cspace-blog/research-informed-teaching>.

Nassem, E. (2018) *Backing the ‘bullies’: why bullying is endemic in school and what needs to change*, <https://www.bcu.ac.uk/news-events/news/backing-the-bullies-why-bullying-is-endemic-in-schools-and-what-needs-to-change>.

Nassem, E. (2017) *‘All equal, all different’ contemporary research and practice in anti-bullying conference at Birmingham City University*,  
<http://blogs.bcu.ac.uk/education/2017/11/22/all-equal-all-different-contemporary-research-and-practice-in-anti-bullying-15th-november-2017-birmingham-city-university/>.

### **TEACHING**

**Higher Education:** Taught and assessed students in higher education at various levels:

*Undergraduate:* Celebrating diversity (including equity, introduction to aspects of diversity and the role of the early years professionals), Inclusion (including the social and medical model of disability, and school bullying) and children and integrated professional care (the multifaceted nature of school bullying).

*Master’s:* Children’s rights, school bullying and research ethics.

*Doctoral level:* Enterprising research, using emotionally charged data.

*Thesis mentoring:* Mentored students to support them to complete their thesis by providing training sessions and tutorials on topics such as responding to feedback and writing a literature review.

*Provided teacher training on bullying:* PGCE (PCET) and Teach First.

**Supervision:** Supervised EdD first and second year EdD students in their research methodology. Supervised master’s student’s dissertations such as in anti-bullying policy and practice in schools, and the use of social media in the classroom.

**Primary and secondary school teaching:** A supply teacher in schools such as Co-Op Academy Grange, Bradford; Roseburn Primary; Silcoates School and Knottingley High providing general cover and expert behavioural management.

### **PROFESSIONAL DEVELOPMENT**

Completed training on safeguarding children; counselling students; workplace bullying; and research and the UK parliament. Member of the All-Party Parliamentary Group on Bullying.