

Banter, **B**ullying -
Behaviors, **C**hoices and
Consequences

**Acknowledgements to:*

- *Hamilton Nash Law*
- *Active Bystander Campaign*
- *Civility Saves Lives*

'Banter'

Playful and friendly exchange of teasing remarks..
between **consenting** people of **equal status or position***



Genuine, and fun

Just not
realising



Deliberate; nasty



Banter at work – bottom line

'This is just 'PC gone mad'

No

'Does this mean you can't even have a laugh and a joke here anymore'?

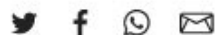
No

Chelsea ban player banter in bid to save their season

Jokes stop at Chelsea training ground as Jose Mourinho faces huge week

By Matt Law

15 September 2015 • 10:53am





Andy Gray sacked by Sky for 'unacceptable and offensive behaviour'

- Gray kicked out by Sky after new evidence came to light
- Sian Massey stood down from tonight's match
- [New video of Richard Keys also emerged](#)



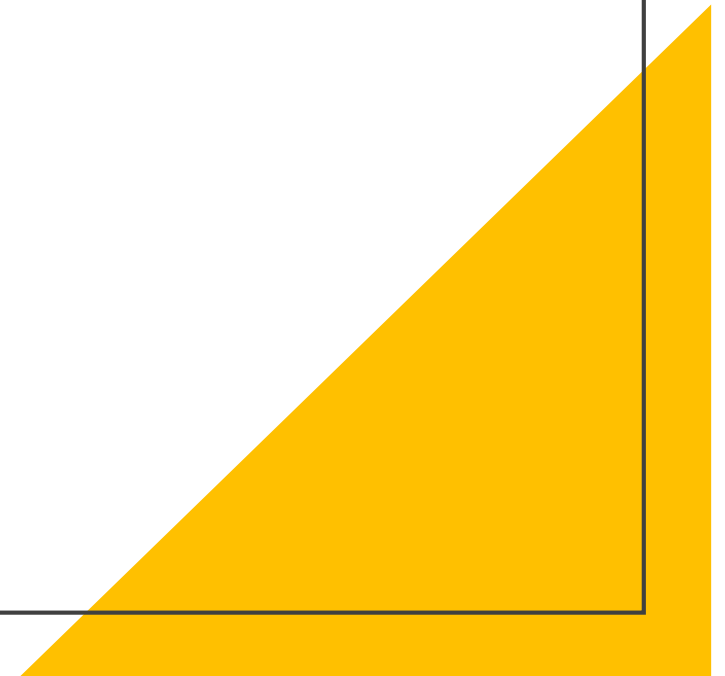
📷 Andy Gray was recorded criticising a female assistant referee and saying they "probably don't know the offside rule". Photograph: Fiona Hanson/PA

*“Playful and friendly exchange of teasing remarks..
between consenting people of equal status or position”*

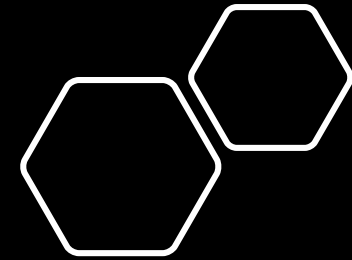
Playful and friendly...

Consenting....

Status....



**WHEN IS
'BANTER'
ACTUALLY
BULLYING?**



Banter is teasing or joking
talk that is amusing and friendly.

Bullying is repeated
behaviour that causes physical or emotional
harm, whether intended or not.

“Aw, c’mon – it’s just a bit o’ banter’ ?

Is only one person in on this same old joke?

it’s not banter.

Is it really embarrassing, insulting or shaming, especially when there’s an audience?

it’s not banter.

Is the comment about someone’s gender, sexuality, disability, race or other **protected characteristic**?

it’s not banter.

Is it a creepy sexual comment or advance?

it’s not banter.

Does the person being ‘joked’ about say, or look like they really don’t like it?

it’s not banter.

Think before you speak – what you think is ‘banter’ will have consequences

- 1 Protected characteristics – smart/veiled comments?
- 2 Compliments / oversharing – really? (Friendly vs. Real friends)
- 3 ‘Close to the bone’ comments – do you know the person, would that be funny if they said it to you, your partner, your son/daughter/best friend?
- 4 Other person – are they new starts, junior or in a minority (e.g. only M/F?)
- 5 Team culture – same joke over and over, may go to breaking point in hard times?
- 6 ‘Funny’ or angry email/teams comment/social media?



Protected characteristics

Age

Disability

Gender reassignment

Marriage and civil partnership

Pregnancy and maternity.

Race

Religion or belief

Sex

Sexual orientation



The impact of banter is assessed from the claimant's point of view, in the eyes of the law it is only their view that matters.

What
happens
when we see
bad
behaviours?

**The majority of witnesses to inappropriate
behaviour do nothing**

Why?



What stops
us from
saying
something?

“Time” – **3%**

“My business?” – **11%**

“Not sure who to talk to” – **23%**

“Not serious enough” – **25%**

“Scared of outcome” – **39%**

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So, if you chose to do something.....?

Sometimes just speaking up was enough

Often, people are not aware of the impact their words or actions have on others



Nasty 'banter' facts

When someone
at work says
something rude
or nasty to
you....

80% lose work time worrying
about the rudeness

Work quality goes down by 38%

47% end up going off sick

25% take it out on others

The 'WITS' tool

'When you say or do' (or don't say or do)

'I feel

'The effect / impact on me is'

'So, I'd like to talk to you about'



So, what can I say?

Talk from 'I' and the focus to you; this stops you sounding judgemental:

- **Say how it feels,**
- **Name the behaviour,**
- **Say how you want the person to respond**

'I don't like jokes about race. Please don't make them anymore'

'I didn't like what you said about those people. Please don't say that anymore'

'I don't want you to make personal comments about my body, so please stop'

'People just don't say that kind of thing anymore, please stop'