

Attitude counts! and survey „Violence against teachers“



February, 19th 2017

Starting Point – Society

- Social clima is changing.
- There is a brutalisation of language and manners.
 - Insults and threats have become the norm.
- Political extremes have strengthen their influence and power.



Starting Point – School

- Major challenges:
 - Digitisation
 - Change towards an inclusive school system
 - Integration of children with migrant background
 - Increasing heterogeneity
- School can not be a „repair workshop“!



Starting Point – First step?

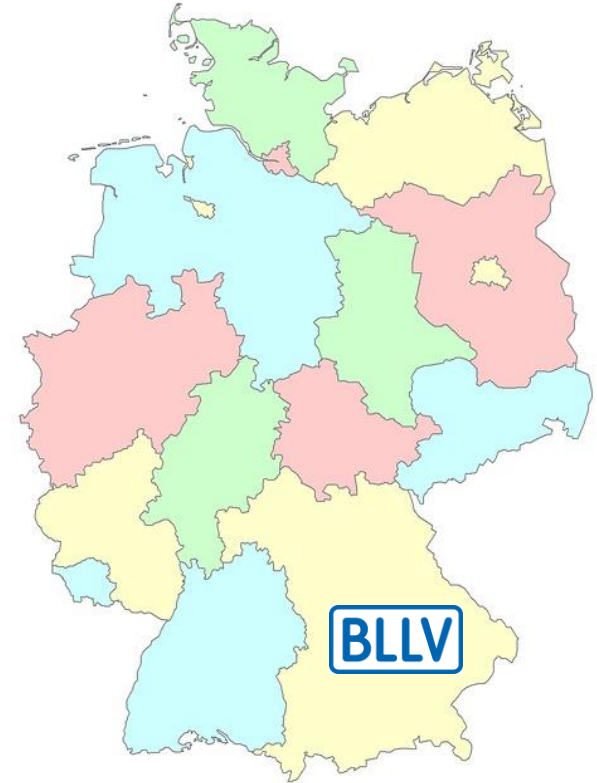
- Insight:
 - „Do good“ can be the change.
 - Set an example!
 - Mahatma Gandhi is supposed to have said:

Be the change that you want to see in the world.

VBE und BLLV

- Germany has a federal education system.

-  (Verband Bildung und Erziehung – Association for Education) is a federal association with 16 regional associations (each federal state has one).
-  (Bayerischer Lehrer- und Lehrerinnerverband) is the bavarian regional association.



BLLV – Campaign

- Development of the Manifest: „Haltung zählt!“, which means: „Attitude counts!“.
- „Haltung“ is not just attitude, but also stance.
 - psychologically: be upstanding
 - physical: stand upright
- Teachers as models.



Manifest: „Attitude counts!“

WIR LEHRERINNEN UND LEHRER
UND VIELE PÄDAGOGEN BEOBACHTEN MIT GRÖSSTER
SORGE, WIE SICH DIE STIMMUNG, DIE KOMMUNIKATION IN DEN
SOZIALEN NETZWERKEN UND DIE ALLTÄGLICHEN UMGANGSFOR-
MEN IN UNSERER GESELLSCHAFT VERÄNDERN. WIR

ERLEBEN EINE AGGRESSIVITÄT, EINE
SPRACHE DES HASSES, DER
GERINGSCHÄTZUNG UND
DISKRIMINIERUNG, PERSÖNLICHE BELEIDIGUNGEN, BEWUSSTE
KRÄNKUNGEN UND AUSGRENZUNG IN WORT UND HANDELN. DIESE

VERROHUNG

DES UMGANGS MITEINANDER WIRKT SICH AUCH AUF UNSERE
KINDER UND JUGENDLICHEN AUS. ALS LEHRERINNEN UND
LEHRER, DIE TÄGLICH MIT ALLEN KINDERN UND JUGENDLICHEN
DIESER GESELLSCHAFT ARBEITEN, SEHEN
WIR UNS DESHALB
IN DER PFLICHT, AUF DIESE ENTWICKLUNG HINZUWEISEN UND
IHR ENTGEGENZUWIRKEN.

IN ARTIKEL 1 DES DEUTSCHEN GRUNDGESETZES HEISST ES:
„DIE WÜRDE DES MENSCHEN IST UNANTASTBAR.
SIE ZU ACHTEN UND ZU SCHÜTZEN IST VERPFLICH-
TUNG ALLER STAATLICHEN GEWALT.“

WIR LEHRERINNEN UND LEHRER SEHEN DIESEN GRUNDKONSENS
BEDROHT. **WIR BEOBACHTEN**, WIE UNSERE GESELL-
SCHAFT GESPALTEN UND MENSCHEN EMOTIONAL AUFGEHETZT
WERDEN SOLLEN. **EXTREME GRUPPIERUNGEN**
UND PERSONEN, INSBESONDERE REPRÄSENTANTEN

DER RECHTSPOPULISTEN UND RECHTSEXTREMEN, TRAGEN ZU
DIESER VERROHUNG DES UMGANGS MASSGEBLICH BEI. **DAMIT**
WIRD DER BODEN BEREITET FÜR ZWIETRACHT, VERFOLGUNG UND
PHYSISCHE GEWALT. HASS, AGGRESSIONEN UND ANGST ABER ZER-
STÖREN GEMEINSCHAFT – EGAL OB IM KLASSENZIMMER, IN DER
SCHULE ODER ZWISCHEN DEN NATIONEN EUROPAS. SACH-
LICHE UND RESPEKTVOLLE KONTROVERSEN, WIE WIR SIE IN DER
GESELLSCHAFT UND IM PRIVATEN LEBEN BRAUCHEN, WERDEN
DADURCH ZUNEHMEND ERSCHWERT.

WIR WOLLEN,

DASS UNSERE KINDER IN EINER WELTOFFENEN GESELLSCHAFT
LEBEN. UNSERE KINDER SOLLEN RESPEKT, WERTSCHÄTZUNG UND
INTERESSE FÜR DIE ANDEREN MENSCHEN ERLEBEN UND LEBEN –
UNABHÄNGIG DAVON, WELCHER RELIGION SIE ANGEHÖREN, WEL-
CHE HAUTFARBE SIE HABEN, WELCHE MUTTERSPRACHE SIE SPRE-
CHEN UND WELCHE MEINUNG SIE VERTRETEN. ALS BESORGT
LEHRERINNEN UND LEHRER APPELLIEREN WIR DESHALB AN ALLE,

UNSERE GESELLSCHAFT

VOR SPALTUNG, BRUTALITÄT, RÜCKSICHTSLOSIGKEIT UND RADIKALISIERUNG ZU

SCHÜTZEN

UND SO UNSERE DEMO-
KRATIE ZU BEWAHREN. LASSEN WIR UNS NICHT EINSCHÜCHTERN
UND SETZEN WIR UNS SELBSTBEWUSST UND KOMPROMISSLOS EIN.

**FÜR UNSERE DEMOKRATIE:
HALTUNG ZÄHLT.**

BLLV – Campaign

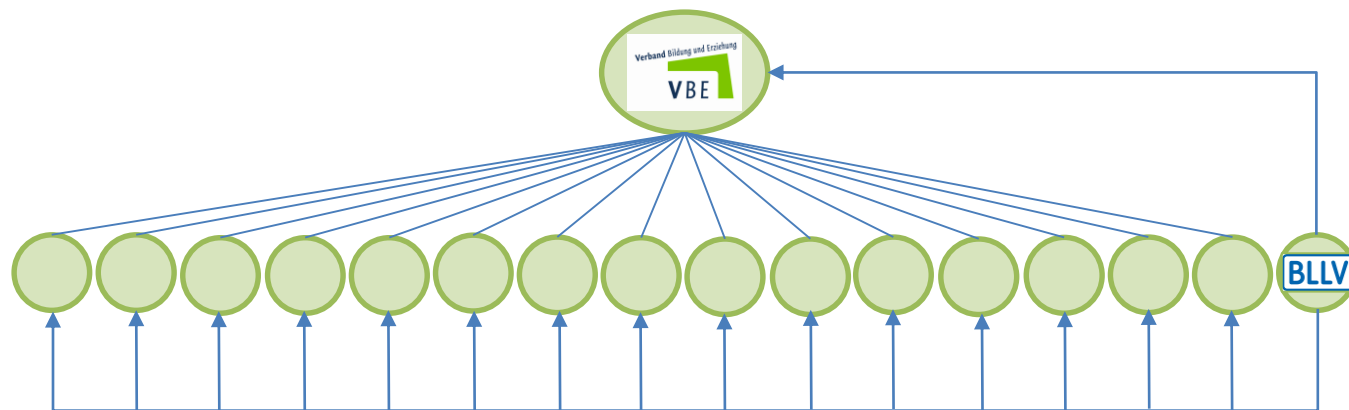
- Specific phrases are highlighted:
 - We witnessing brutalisation of society.
 - We observe extreme groups and persons.
 - We want to protect our society.
 - For our democracy:
 - Attitude counts!

BLLV – Activities

- Published in September 2016
 - attract prominent supporters:
 - Bavarian Minister of Education, Dr. Ludwig Spaenle
 - Chairman/-woman of different associations in Bavaria
 - Chairman/-woman of religious communities (and their associations)
- and: chairman of the VBE...

VBE – Activities

- Manifest became part of the unions daily work:
 - press releases
 - support by federal convention of VBE
(highest decision-making body of VBE)
 - support by every (!) regional association of the VBE



VBE – Activities



Frank Fritze

Vote at the federal convention

Many federal associations and working groups made statements, too.



Matthias Bialluch

Combined Activities



June 16

Create Manifest

Sept. 16

Publish Manifest

Nov. 16

Resolution in federal
Convention

Aug. 16

Create Survey
„Violence against teachers“

Nov. 16

Publish Survey
„Violence against teachers“



- With the same starting points plus the impression, that conflicts escalate faster and more often and in amore extreme way.
- This is why VBE created a survey, conducted by „forsa“, which is one of the leading market and opinion research institutes. They questioned 1,951 teachers on the topic “Violence against teachers”.

→ Publication in November 2016

Violence against teachers

- Main findings :
 - 57 percent of all respondents stated that “violence against teachers” is a taboo topic in German schools

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 - 57 percent of all respondents stated that “violence against teachers” is a taboo topic in German schools
 - about half of the questioned teachers reported cases psychological violence against teachers in their school over the past five years → one quarter stated that they had been victims themselves
 - 20 percent of the reported cases of physical violence against teachers at their school in the last 5 years and 6 percent, which amounts to 45,000 teachers, said they have endured physical violence themselves

„Violence against teachers”

- Gender-specific findings:
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 - Women have more strongly the impression, that violence against teachers is increasing
 - Women observe more conflicts at their school.
 - Women are more often victims of violence.
 - Women wish to get training offers more often.

- VBE and its federal associations demand:
 - no taboo topic
 - obligatory documentation
 - Publication of all statistics
 - teachers should be supported by their employers
 - clear structure and guidance: „What to do in case of violence“
 - support by multi-professional teams
 - wide range of training offers
 - pupils need to have access to courses in media competencies

Combined Activities (2)



Sept. 16 Publish Manifest

Nov. 16 Resolution in federal Convention

Nov. 16

Dec. 16/
Jan. 17

May 17



Publish Survey
„Violence against teachers“

Support a legislative initiative of the
former Prime Minister of NRW with
aim to increase penalties

Publish brochure with great service
section (contact persons and advices)

Verband Bildung und Erziehung
VBE

Verband Bildung und Erziehung
VBE

Das Tabu brechen

Gewalt gegen Lehrkräfte

Beratungssitzung Lebensgeundheit
Lehrerinnen und Lehrer können sich persönlich unter dem Aspekt „Gesundheit als Arbeitsplatz Schule – auch in besonderen Situationen“ beraten lassen. Zusätzlich wird eine Beratung angeboten, die bei Bedarf eine, das Schulmanagement insbesondere in Konfliktssituationen zu reflektieren, zu optimieren und eine Rollenklärung zu erreichen.

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Hinweis in eigener Sache: Alle Antworten sind der Broschüre „Was tun bei Gewalt gegen Mitarbeiter und Mitarbeiterinnen in Schulen“ entnommen.
https://www.hamburg.de/fileadmin/user_upload/Dateien/2019/05/20190513/20190513_0501_daa.pdf
[broschue.gegen-gewalt-personal.pdf](https://www.broschue.gegen-gewalt-personal.pdf).

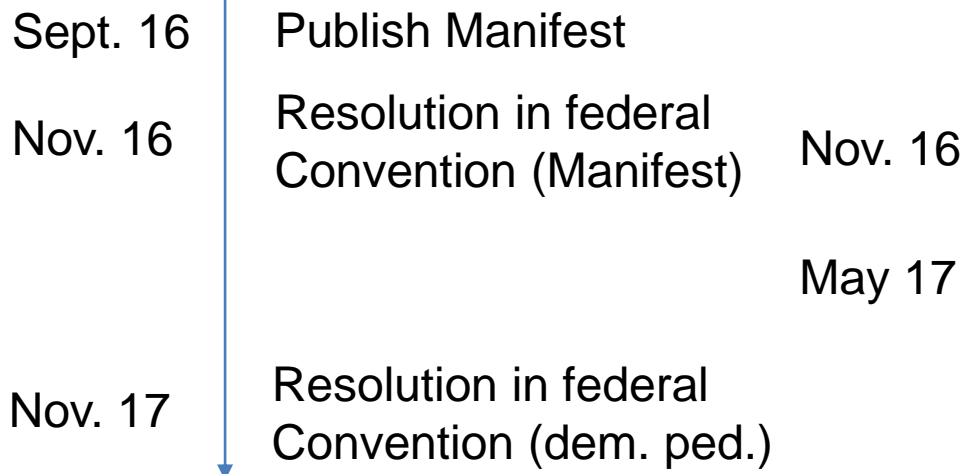
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...and now?

- BLLV has developed a resolution for **democratic education**, which was also a proposal for the federal convention of VBE – where it was unanimous adopted and VBE federal association has adopted the position for its union daily work.



Verband Bildung und Erziehung
Landesverband NRW

- | | |
|---------|---|
| Nov. 16 | Publish Survey „Violence against teachers“ |
| May 17 | Publish brochure with great service section (contact persons and advices) |

Time is up...?!



Sept. 16

Publish Manifest

Nov. 16

Resolution in federal
Convention (Manifest)

Nov. 16

Publish Survey
„Violence against teachers“

May 17

Publish brochure with great service
section (contact persons and advices)

Nov. 17

Resolution in federal
Convention (dem. ped.)

now

The new president, Helmut Holter,
of the KMK has focused on
„democratic education“



KULTUSMINISTER
KONFERENZ



Anne Roewer

**Many thanks
for your attention.**

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