



# The Bullying of Clergy

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# Introduction

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**Thesis:** Formulating a response to bullying as experienced and interpreted by Church of England Clergy within one Diocese.

**Quantitative Element:** Prevalence and Pattern - Survey

**Qualitative Element:** Clergy Response to the Survey- Interview

**Article:** Help and Hindrance: Clergy talking about bullying.

# Motivations for Research

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Unite: “Bullying of Clergy is rife”

VS

Dignity at Work: “Bullying although rare...”

**Curate:** I think the behaviour of my training incumbent is going beyond...

**Bishop:** Coping with him is one of your strengths.

Motivations for Research

# Research Instrument

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## NEGATIVE ACTS QUESTIONNAIRE

Einarsen et al., 2009.

Measuring Exposure to Bullying and Harassment at work...

5,000 EMPLOYEES ACROSS 70 BRITISH ORGANIZATIONS



# Simple functional definition

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- Two or more negative acts
- Occurring on a weekly basis
- Over a period of 6 months

# Types Negative Acts

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Type of Act	Example
Work related	Having key areas of responsibility removed or replaced with trivial or unpleasant tasks.
Person Related	Having insulting or offensive remarks made about your person, attitudes or private life.
Physically Intimidating Behaviours	Being shouted at or being the target of spontaneous anger.

## Alternative Definition

### **ACAS/CIPD /Dignity at Work**

“offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means **intended** to undermine, humiliate, denigrate or injure the recipient.” (CIPD, 2016)



# Cluster Analysis Categories

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Not bullied  
Some work criticism

Occasional negative encounters  
Occasional bullying

**Work related bullying**  
**Severe bullying including physical intimidation**  
**Physical intimidation as main act**

# Narrative Categorization of Responses

Name	Description
Not Bullied	High probability of Never (96%).
Some work criticism	Work related/ Now and Then.
Occasional negative encounters	Work related and person related/ Now and Then
Occasional bullying	Occasional work related, person related and socially excluding acts/ Now and Then
Work related bullying	Work related/Weekly
Severe bullying	Broad range including physical/ Weekly
Physical Intimidation	Physical intimidation only/ Weekly

No Concern = not bullied + some work criticism

Some Concern = occasional negative encounters + occasional bullying

Systematic Bullying = work related bullying + severe bullying + physical intimidation

My  
Categories

## Sample

Active Clergy of the Diocese of  
Study as recorded in the diocesan  
database.

67 Responses Received (41%)

64 Responses Analysed

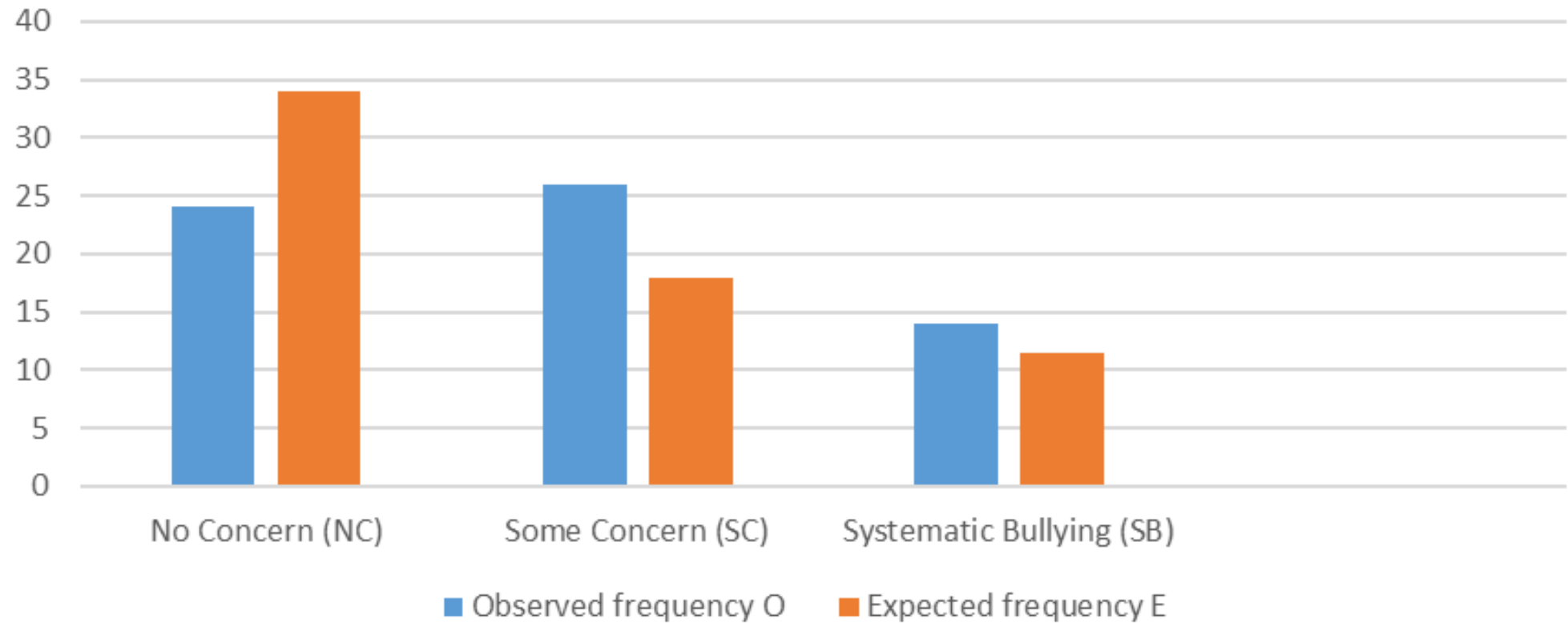
# HIGH SCORING NEGATIVE ACTS

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Negative Act	Score
Someone withholding information	70
Being ignored or excluded	70
Having your opinions ignored	62
Being exposed to an unmanageable workload	62

(Median 32, Range 12-70)

## Comparison of Observed Frequencies in sample with Expected Frequencies based on Einarsen's data.



# Is this statistically significant?

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**Yes.**

Chi Squared Test for comparison of non-parametric data.

Chi Squared is 7.07 against a critical value of 5.99 for a critical significance of 5%.

The clergy experience of bullying is different to the experience identified by Einarsen et al.,

Small Shift from **No Concern** into **Some Concern** and **Systematic Bullying**.

Bullying...

- Not Rare
- Not Rife
- Significant
- Deserving attention



# Implications

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- Small Scale/ Pilot.
- Clergy are prepared to complete a survey of this nature.
- The survey connected with their experiences (qualitative work).
- Encouragement towards larger scale research.
- Need for further development of 'Dignity at Work'.

# Advantages of this approach

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- Integrates research and response.
- Indicates permission for clergy to talk about bullying.
- Engagement with the questionnaire is educative.
- Degree of freedom from difficulties of intent and subjectivity.
- Focus on changing behaviours.

# Sample

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<b>Gender</b>		<b>Age</b>					
Male	Female	Under 30	30-39	40-49	50-59	60-65	Over 65
38	26	0	4	10	25	12	12

# Sample

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Nature of Ministry			Years in ministry			
Self-Supporting	Stipendiary	Training post	up to 5	6-14	15-24	25+
20	44	6	15	20	10	18

# References

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