

No Blame Approach: Guideline: Meeting with the support group

- Introduction
 - By addressing students personally and by name
 - Establish rapport
- Transition to the subject of the meeting
 - You are probably wondering why...
 - ... because I need your help
- Describe the problem
 - X is having a hard time...
 - X didn't come to school last week...
 - ... anything that is relevant
- Express your personal concern/personal interest
- Use I statements:
 - I am worried about X.
 - I am alarmed that...
 - I find it important that...
 - I want things to change...
- Approach students as "experts" who can help
 - I am convinced that you can help me.
 - Address each student individually by naming a personal skill he/ she has... (*Here it is important to refer to real skills the students have – nothing general or superficial*)
 - You know your class and your classmates.
- How to deal with accusations and criticism
 - Don't respond to them in depth
 - We are not here to analyze who did what during the last weeks but to reflect on how to improve the situation for X.
 - Our view is future- oriented.
- Develop ideas
 - Ask the students to contribute ideas and visualize them on a flipchart (*including the names who is responsible for what*)
 - All students have to participate (*participating can also mean that the bullying protagonists declare that they will stop bothering X.*)

- Teacher expresses praise and confidence
- Teacher thanks the students for their input and commitment
- You will make it!
- Agree on a date for the follow- up meeting in 8 – 14 days