

Question:

Within the clinical setting of nursing students who experience bullying from registered nurses, does implementing an anti-bullying initiative- such as see something say something posters, aid in improving student confidence, their ability to learn and inevitably the safety of patients.

Summary:

Nursing students are identified as a group who are at particular risk of bullying. Numerous studies have examined students' experiences of bullying in clinical contexts by registered nurses. One study found that, "The impact of the bullying was profound; it caused many of the participants to feel anxious and distressed, it undermined their confidence and perception of competence, and it often led them to question their career choice. Strategies described by participants to cope with or manage the bullying included avoidance, trying to "just survive" and seeking support from trusted academic staff, family, and friends." ("I was yelled at, intimidated, and treated unfairly ...") According to a research study highlighted in the *Journal of Clinical Nursing*. In fact, according to an article published in the *Nursing Forum*, "The problem of bullying is of such significance, health care accreditation agencies such as The Joint Commission have reiterated that these behaviors compromise on patient safety." Researchers reveal that much is known about the existence of bullying behaviors in health care and its damaging effects on the profession of nursing. In fact- research shows that nurse bullying is a systemic, ubiquitous problem that begins well before nursing school and continues throughout a nurse's career. "A significant percentage of nurses leave their first job due to the negative behaviors of their coworkers, and bullying is likely to exacerbate the growing nurse shortage. A bullying culture contributes to a poor nurse work environment, increased risk to patients, lower Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) patient satisfaction scores, and greater nurse turnover, which costs the average hospital \$4 million to \$7 million a year. Addressing nurse bullying begins with acknowledging the problem, raising awareness, mitigating contributing factors, and creating and enforcing a strong antibullying policy." As quoted in an article published in the *Nursing Administration Quarterly*.

Conclusion:

In conclusion, after researching about the effects that bullying has on nursing students'- interventions to alleviate the impact of this problem are not only important but necessary to ensure the future of the nursing profession and thereby protecting the safety of patients. Acknowledging the problem and putting efforts into place that address the issue is the only way to begin to counteract the negative effects that bullying has on nursing students which will ultimately impact their nursing careers. Starting simple by

implementing anti-bullying programs such as “see something say something” posters will bring awareness to the issue. Perhaps by adding statistical information on these posters people will begin to understand the enormity of the issue and become more conscious of their choices and their environment. Sometimes, by simply pointing out that this is not O.K. and calling attention to a specific issue- the bullies become less empowered and thereby become less likely to engage in this negative behavior. I believe this would be a good starting place and could help empower the nursing student thereby allowing them the ability to gain or maintain confidence which would enable them a better learning environment which would inevitably benefit patients.

Work Cited:

Primary Article

Courtney-Pratt, H., Pich, J., Levett-Jones, T., & Moxey, A. (2018). "I was yelled at, intimidated and treated unfairly": Nursing students' experiences of being bullied in clinical and academic settings. *Journal of clinical nursing*, 27(5-6), e903–e912. <https://doi.org/10.1111/jocn.13983>

Secondary Article

Rutherford, D. E., Gillespie, G. L., & Smith, C. R. (2019). Interventions against bullying of prelicensure students and nursing professionals: An integrative review. *Nursing forum*, 54(1), 84–90. <https://doi.org/10.1111/nuf.12301>

Tertiary Article

Edmonson, C., & Zelonka, C. (2019). Our Own Worst Enemies: The Nurse Bullying Epidemic. *Nursing administration quarterly*, 43(3), 274–279. <https://doi.org/10.1097/NAQ.0000000000000353>