



Kingstone
HIGH SCHOOL

Building Respectful Communities



Module 3: Impact, Harm, and Empathy



Introduction

In Module 1, we explored the difference between conflict and bullying. In Module 2, we explored how influence, belonging and group behaviour can affect people's choices.

This raises another important question. What happens when bullying affects somebody over time? When people think about bullying, they often focus on what happened.

They may think about a comment, a joke, a message, an argument, or a specific incident.

However, people do not always see what happens afterwards. Sometimes the impact of bullying lasts much longer than the behaviour itself. Sometimes people show their feelings openly. Sometimes they do not. Sometimes the effects are visible. Sometimes they are hidden.

Understanding impact helps us understand why bullying should always be taken seriously. This module explores how bullying can affect emotions, confidence, relationships, participation, wellbeing, and why understanding somebody else's experience is an important part of preventing harm.

Learning Objectives

By the end of this module, you will be able to:

- ☐ Explain what impact means.
- ☐ Understand that people experience bullying differently.
- ☐ Recognise emotional and social effects of bullying.
- ☐ Understand that harm is not always visible.
- ☐ Reflect on how bullying can affect confidence and belonging.
- ☐ Consider how understanding impact can influence future choices.

Key Vocabulary

Impact	The effect something has on a person.
Wellbeing	A person's overall emotional, mental and social health.
Confidence	Belief in yourself and your abilities.
Belonging	Feeling accepted, valued and included.
Empathy	Understanding and considering another person's feelings and experiences.
Resilience	The ability to cope with challenges and difficulties.

Understanding Impact

People sometimes think about bullying as a single event. However, the impact is often much bigger than one moment. For example:

- A comment may last only a few seconds.
- A message may take only moments to send.
- A joke may be quickly forgotten by the person who said it.

However, the person affected may continue thinking about what happened long afterwards. They may replay the situation in their mind, wonder why it happened, or begin to worry that it could happen again. Over time, this can affect how they feel about themselves, their friendships, and even whether they want to come to school.

This is why understanding impact is so important. People do not always remember the exact words that were spoken or every detail of what happened. They do remember how the situation made them feel though, often for a very long time.



Activity - Small Action or Big Impact?

Read each statement below. Decide whether the action could potentially have a small impact, a big impact or either depending on the situation.

Statement	Small Impact	Big Impact
A student laughs at somebody.	☐	☐
A student is excluded from a group chat.	☐	☐
A student receives an unkind message.	☐	☐
A student is repeatedly ignored.	☐	☐
Somebody stands up for another student.	☐	☐

Explain Your Thinking

Choose a situation and explain why different people might experience it differently.

Scenario - Noah's Experience Continues



Several weeks have passed since the incident where Jake was making unkind jokes about Noah in front of his friends.

The jokes have stopped. However, Noah still thinks about what happened. At first, Noah told himself that it was not important. He tried to ignore it. He pretended everything was fine.



Over time, he began noticing small changes. He stopped putting his hand up in lessons as often. He spent less time around certain students. He worried more about what people thought of him. He became less confident about joining conversations.

Most students did not notice these changes. From the outside, Noah appeared exactly the same. However, his experience had changed.

Activity - How Has Noah Changed?



Tick all the changes you think Noah may have experienced.

- ☐ Less confidence.
- ☐ Less participation.
- ☐ More worry about others' opinions.
- ☐ Spending less time around certain students.
- ☐ More trust in others.
- ☐ Feeling more comfortable joining conversations.



Looking Deeper - Hidden Harm

If somebody breaks an arm, people can usually see the injury. Emotional harm is often different as the signs are not always clearly visible for others to see.

Those suffering from emotional harm may still:

Smile

Laugh

Continue
as Normal

Socialise
with Friends

Somebody may continue to smile, laugh and socialise despite feeling deeply affected by what has happened to them. Because of this, it can be easy to assume that they are fine.

However, appearances do not always tell the full story. This is one reason why it is important not to dismiss somebody's experiences simply because their feelings are not immediately visible.

Think About It

What feelings might someone have if they have experienced repeated bullying?

Why might different people respond differently to the same situation?



Another Perspective - Ryan

As Noah becomes quieter, Ryan starts noticing changes.

At first, he is unsure whether they are connected to what happened. Then he remembers the jokes. He remembers laughing. He remembers thinking it was harmless. Ryan begins asking himself difficult questions.

“What if the joking affected Noah more than I realised?”

“Could the joking still be impacting Noah now?”

“What if it was a big deal for Noah but not for me?”

For the first time, Ryan begins thinking less about the incident itself and more about its impact.

Think About It

Why do you think Ryan’s perspective is changing?

Why can impact be difficult to recognise?

Looking Deeper - Impact On Belonging



In the previous module, we explored the importance of belonging.

Most people want to feel:

Accepted

Respected

Included

Valued

Bullying can affect these feelings. When somebody feels targeted, they may begin wondering:

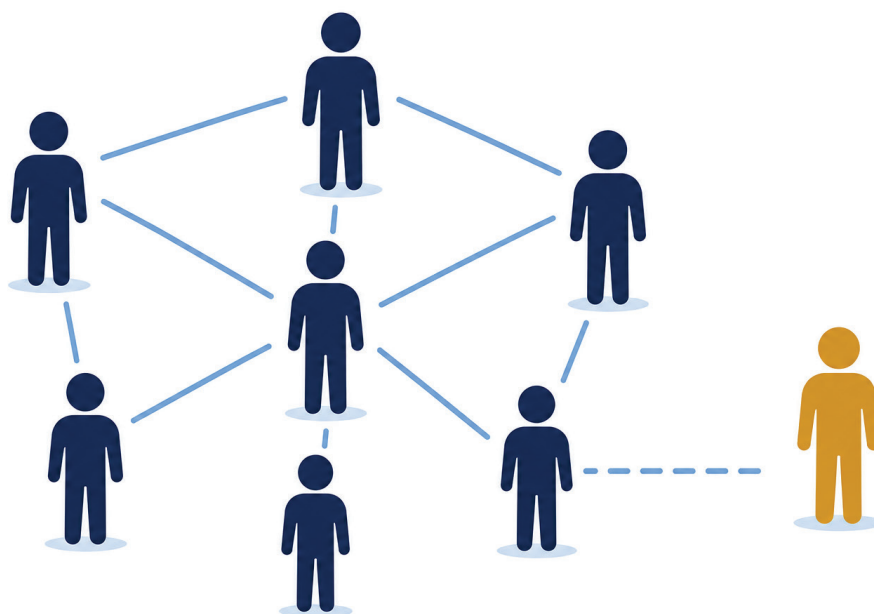
Do people like me?

Do I fit in here?

Am I welcome here?

Can I trust those around me?

These questions can affect the way somebody experiences school, friendships and social situations. This does not happen in every case. However, it demonstrates why bullying is about more than individual incidents. It is often connected to a person's wider experience of belonging.



Scenario - Mia Notices Something



Several weeks later, Mia notices Noah spending more time on his own.

She remembers the lunchtime jokes and everyone laughing. She remembers feeling uncomfortable.

Now she begins wondering whether she should have done more.

Mia starts a conversation with Noah. She discovers that some of her assumptions were wrong. Noah is not angry. He is not looking for revenge. He simply wishes people had understood how the situation affected him. This surprises Mia.



Mia begins to realise that understanding impact often requires listening.

Activity - What did Mia Learn?



Tick the statement you agree with:

- ☐ People do not always show how they feel.
- ☐ Listening can improve understanding.
- ☐ Assumptions can be inaccurate.
- ☐ Impact is not always obvious.
- ☐ Different people experience situations differently.



Looking Deeper - Why Empathy Matters

Empathy means trying to understand another person's experiences and feelings. Empathy does not mean agreeing with everything somebody says. It does not mean taking sides. It means making an effort to understand how a situation may have affected them.

People often make better decisions when they consider:

- how others might feel
- how behaviour affects others
- what somebody else might experience

Empathy helps people move beyond assumptions and focus on understanding.

Activity - Understanding Empathy



Walking In Someone Else's Shoes

Choose one person from this module (Ryan, Noah, or Mia):

Write three sentences describing how you think they might feel.



Scenario - Ryan's Reflection

By the end of the module, Ryan has learned something important. When the jokes happened, he focused mainly on what was said. Now he understands that impact can continue long after an incident ends.

He understands that:

People experience things differently.

Harm is not always visible.

Confidence can be affected.

Understanding requires listening.



Ryan begins recognising that understanding impact is an important part of taking responsibility.

Think About It

What do you think Ryan has learned about harm?

How might understanding impact affect future choices?

Key Learning Point

Harm Is Not Always Visible

People sometimes assume that if somebody looks fine, they must be fine.

However, the impact of bullying is not always obvious.

Bullying can affect: confidence, wellbeing, relationships, belonging, and participation, often in ways that other people cannot immediately see.

The more we understand how behaviour affects others, the better equipped we are to make respectful choices in the future.

Personal Reflection

Think about a time when something affected you more than other people realised.

You do not need to include names. What happened?

Why do you think other people may not have noticed?

What does this tell you about understanding other people's experiences?

Extended Reflection

Advice to a Younger Student

A younger student asks: "Why is it important to think about how other people feel?"

Write a response explaining what impact means, why people experience situations differently, why harm is not always visible, the importance of empathy, and what you have learned from this module:

[illegible]

Module Reflection

One thing I learned about impact is:

One thing I learned about empathy is:

One thing I learned about confidence is:

One thing I learned about belonging is:

One thing I will remember from this module is:

Key Messages to Remember

- Impact is not always visible.
- People experience situations differently.
- Bullying can affect confidence and belonging.
 - Listening improves understanding.
- Empathy helps people make better choices.
- Understanding harm is an important part of accountability.

Staff Review



- ☐ Student understands the concept of impact.
- ☐ Student can identify visible and hidden effects of bullying.
- ☐ Student understands the role of empathy.
- ☐ Student can reflect on how bullying affects confidence and belonging.
- ☐ Student has engaged with the activities.
- ☐ Student is ready to progress to Module 4.