

The use of **Undercover Anti-bullying Teams (UABT)**, developed by Williams and Winslade (Williams, 2010; Williams & Winslade, 2008), has been adopted by a small number of schools in the Auckland area to deal with selected cases of bullying in schools. The UABT approach is similar to the Support Group Method (formally named the “No Blame approach”) developed by Robinson and Maines (2008).

The UABTs are comprised of a group of peers selected jointly by the counselor, the person being bullied, and classroom teachers. After telling the story of the bullying and deconstructing its effects, the victim is invited to co-construct a support team that includes the two students who are responsible for the worst bullying, as well as four others who don't bully, have never been bullied themselves, and are ones who would be considered to have power and influence in the class. When the Team's composition has been finalized, the counselor calls the students to their first meeting.

The story of the bullying is read to the team members by the counselor. The students are invited to be 'undercover' secret agents in an exclusive group whose mission is to seek out bullying and to banish it. The students are asked to discuss together the strategies that the team can adopt to help the victim of bullying. The identity of the bullies is never formally discussed.

This draws on a “no blame” approach focussing on the bullying rather than the bully.

Additionally, the ***reason for including the students who may be doing the bullying is because students who often bully can learn how to be supportive and encouraging towards other students through working in a UABT.***

The team aspect of the UABT intervention acknowledges that victims, bullies and bystanders all have a role in the incidence of bullying. UABTs have not completed their work until the bullying stops, and the victim determines when this occurs, which places the victim in a position of power for the first time, without ever having to confront the bullies. When this happens the members of the undercover anti-bullying team are given a certificate of appreciation and a celebration of some kind. On average, each group takes about 2 weeks to complete. And when the group is finished, they create a long-term plan to keep the bullying behaviors from starting again.