



Development of a theory: Bullying in Midwifery

Gillen, P., Sinclair, M., & Kernohan, W. G. (2010). Development of a theory: Bullying in Midwifery. In *The First Global Conference of the Doctoral Midwifery Research Society* (pp. 53). Doctoral Midwifery Research Society.

[Link to publication record in Ulster University Research Portal](#)

Published in:

The First Global Conference of the Doctoral Midwifery Research Society

Publication Status:

Published (in print/issue): 01/09/2010

Document Version

Publisher's PDF, also known as Version of record

General rights

Copyright for the publications made accessible via Ulster University's Research Portal is retained by the author(s) and / or other copyright owners and it is a condition of accessing these publications that users recognise and abide by the legal requirements associated with these rights.

Take down policy

The Research Portal is Ulster University's institutional repository that provides access to Ulster's research outputs. Every effort has been made to ensure that content in the Research Portal does not infringe any person's rights, or applicable UK laws. If you discover content in the Research Portal that you believe breaches copyright or violates any law, please contact pure-support@ulster.ac.uk.

Development of a theory: Bullying in midwifery

Dr. Patricia Gillen, Professor Marlene Sinclair
and Professor George Kernohan

When designing research it is important that we consider the theory that underpins the research. It is clear from the literature that bullying in midwifery is a complex workplace phenomenon which requires careful examination and exploration. Gillen et al (2004; 2008; 2009) undertook a four phase mixed method study into the phenomenon of bullying in midwifery.

An important starting point for that research was a literature review which provided a range of evidence which pointed to three key stages to bullying in midwifery; before, during and after:

The first stage (Pre-bullying) relates to all that happens before bullying begins- those factors that in some way contribute to bullying in midwifery.

The second stage (Bullying) includes the definition, nature and manifestations of bullying in the workplace.

The third stage (Post- bullying) is the one where the effects of bullying may be seen with possible implications for the individual who has been bullied but also their profession and the organisation in which they work.

This presentation will include the results of a questionnaire survey among student midwives (n=164) which indicates that half of these student midwives have either experienced or witnessed bullying in the workplace. It will be made clear how the theory is advanced through each phase of the research and the lessons learned about theory development and bullying in the midwifery workplace.

References

- Gillen P, Sinclair M, Kernohan G. (2004) A concept analysis of bullying in Midwifery Evidence Based Midwifery 2 (2) 46-51
- Gillen P, Sinclair M, Kernohan WG. (2008) The nature and manifestations of bullying in midwifery A Research Summary ISBN 978-1-85923-231-6
- Gillen P, Sinclair M, Kernohan G.; Begley, C (2009) Student Midwives' experience of bullying Evidence Based Midwifery 7 (2): 46-53