

A large, stylized shield graphic that is green at the top and transitions to purple at the bottom. It has a white border and a slight drop shadow. The text "GUARDIANS OF HEALTH AND SAFETY" is written across the shield in a bold, white, sans-serif font, following the curve of the shield's shape.

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Bullying and Harassment at Work



Some Recent Statistics & And Member Experiences

UNISON LRD Survey 2016 -

- 70% safety reps: B&H = 1 of top 5 hazards at work
- for 13% = most important concern

Some of the words used by safety reps when talking about B&H -

“very high”,

“rife”,

“growing”,

“increase”,

“I have suffered...”,

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Bullying and Harassment - a definition

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Workplace Bullying

persistent, offensive, intimidating, humiliating behaviour which attempts to undermine an individual or group of employees.

- UNISON and many others

Harassment

unwanted conduct related to a relevant protected characteristic, the purpose or effect of which is to violate an individual's dignity or create an intimidating, hostile, degrading, humiliating, or an offensive environment for that individual.

- The Equality Act 2010



Bullying and Harassment - types and examples

Workplace Bullying

Verbal,
Cyber,
Undermining or humiliating,
Threats of job loss,
Ignoring,
Withholding information,
Unreasonable/impossible
deadlines

Harassment

Three types:

1. regarding relevant protected characteristics (age, disability, gender reassignment, religion or belief, race, sex, and sexual orientation).
2. sexual harassment.
3. less favourable treatment because an individual submitted to or rejected sexual harassment or harassment regarding their sex or gender reassignment .



Bullying and Harassment - points to note

Workplace Bullying

1. Can be harassment.
2. No law that directly bans workplace bullying (but... see later).
3. Cannot bring a complaint for bullying to an employment tribunal (unless it qualifies as harassment).

Harassment

1. Can be unintentional.
2. Need not be repeated.
3. Need not be aimed at the person who is offended, etc.
4. Can be by association.
5. Can involve a mistaken perception.
6. Employer can be held liable even if unaware of the harassment.



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How to tackle the hazard

- Assisting individual victims
- Resort to employment and criminal law
- Collective Prevention – our focus today

Some of the things safety reps have said they wanted to achieve from a B&H workshop:

“Better understanding”

“Fair working processes”

“Strategies to discourage”

“Fresh ideas on addressing...”

“Strategies for changing... The workplace”



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Prevention - Why and How?

- The ultimate goal – collective prevention
- Cover the entire workforce – “your biggest bang”
- Prevent harm from occurring in the first place or again
 - ensure the health, safety, and welfare
 - prevent so far as reasonably practicable



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Risk Assessment - the process

Employers must risk assess all workplace hazards.

Five simple steps:

1. Identify the hazard
2. Decide who might be harmed and how
3. Estimate the chance of harm and identify ways to avoid the hazard or reduce the risk
4. Record and apply the findings
5. Review and update as necessary



Workplace health and safety policies

Employers must have a health and safety policy.

Most produce separate policies to cover different hazards.

The Health and Safety Executive suggests three distinct parts to a policy:

- 1) A statement of general policy
- 2) A responsibility section, and
- 3) An arrangements section

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Group Work: two activities - your choice

1) Risk assess the hazard

Using UNISON's pamphlet on risk assessments, *Are You at Risk?*

Carry out the first three steps of a risk assessment –

1. identify the hazard/s
2. who might be harmed and how (including anyone particularly vulnerable)?
3. Estimate the chance of harm & identify ways to avoid/reduce the risk.

2) Examine your/a workplace policy on bullying and harassment

Using UNISON's policy checklists and model (pages 17 – 20, & 27 – 33 of the Harassment Guide)

Evaluate your chosen policy –

1. what is good about your policy?
2. what needs improving?
3. what is missing?



Group Work: two activities - your choice (duplicate side)

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Feedback on the risk assessment activity.

- Q) What hazards were identified?
- Q) Who might be harmed and how?
- Q) What was the chance of harm and how might the risk of exposure be prevented or controlled?



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Feedback on the H&S policy activity.

- Q) How well did your policy match up to the UNISON recommendations and draft model policy?
- Q) What is good about your policy?
- Q) Where does your policy need improving?
- Q) What was missing from your policy?



Thank you!

Any Questions?

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