Anti-Bullying Week

Anti-Bullying Week takes place from **11- 15th November 2024**. The theme for 2024 is **Choose Respect**.
https://anti-bullyingalliance.org.uk/anti-bullying-week-2024-choose-respect/anti-bullying-week-2024-choose-respect

This resource sheet has been collated by the Knowledge and Library Services

What's in this newsletter?
Information and resources about **Anti-Bullying Week.**

- What is bullying at work?
- Support
- Civility and respect

- The Cup of Coffee conversation
- Take action
- Books and newsletters

What is bullying at work?

NHS advice on **Bullying at work** www.nhs.uk/mental-health/advice-for-life-situations-and-events/support-for-workplace-bullying/

The government web site has advice on the **legalities of bullying and harassment** in the workplace www.gov.uk/workplace-bullying-and-harassment

Discover more about **Cyber bullying** www.familylives.org.uk/advice/bullying/cyberbullying/what-is-cyberbullying

Tackling bullying in the NHS is a 2023 infographic from the NHS Staff Council's Health, Safety and Wellbeing Group shows key statistics and facts on the impact of bullying on workplace wellbeing www.nhsemployers.org/articles/tackling-bullying-nhs-infographic

BMA- **Impact of bullying and harassment**- findings from a review of recent research on the impact of bullying in the workplace and medical profession www.bma.org.uk/advice-and-support/equality-and-diversity-guidance/bullying-and-harassment-guidance/impact-of-bullying-and-harassment

SUPPORT

ACAS has advice for employees and employers on dealing with bullying and discrimination www.acas.org.uk/discrimination-and-bullying including definitions of bullying and advice on what to do if you witness bullying or discrimination.

National Bulling Helpline is an advice centre addressing adult and child bullying. Find out more at www.nationalbullyinghelpline.co.uk/about.html or call 03003230169 or 0845 2255 787 Monday- Friday 8am-5pm.

For local support at GEH, take a look at the **Bullying and Harassment** Intranet pages at https://extranet.geh.nhs.uk/staff-information/bullying-and-harassment or contact the **Freedom to Speak Up team**- find out how at https://extranet.geh.nhs.uk/our-trust/freedom-speak

At SWFT access the **Freedom to Speak Up** https://extranet.swft.nhs.uk/staff-information/freedom-speak-ftsu and **Equality and Diversity** https://extranet.swft.nhs.uk/staff-information/equality-and-diversity pages for support.

Supporting Children

If you need advice on supporting a child or young person experiencing bullying, the following web sites may help:

NSPCC- Bullying and cyberbullying www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/

Anti-bullying Alliance- How can I help my child if they are being bullied? https://anti-bullyingalliance.org.uk/tools-information/advice-and-support/advice-parents-and-carers/how-can-i-help-my-child-if-they-are

UNICEF- Bullying: What is it and how to stop it www.unicef.org/parenting/child-care/bullying

Civility and Respect

Civility and respect is about how we treat each other at work, and how we prevent incivility and disrespect. Find out more from **NHS England** at
www.england.nhs.uk/supporting-our-nhs-people/health-and-wellbeing-programmes/civility-and-respect/

The NHS toolkit poster promotes the **culture of civility and respect**
www.england.nhs.uk/wp-content/uploads/2022/07/NHS-Supporting-our-staff-poster-A-toolkit-to-promote-culutures-of-civility-and-respect.jpg

The **Civility Saves Lives** website www.civilitysaveslives.com includes an excellent resources and infographics section, as well as academic papers, podcasts videos and more in the evidence section.

Watch a video to find out more:
When rudeness in teams turns deadly by Chris Turner www.youtube.com/watch?v=4RUIhjwCDO0

Microaggression www.youtube.com/watch?v=nQ9l7y4UuxY

Civility training is delivered via Teams- book in today via MyLearning (GEH) or SwftLearning or check out the eLearning package.

Mediators are available in GEH and SWFT Trust to assist with mediated/ facilitated conversations. Contact the Freedom To Speak Up team for more information.

Don't forget the **Dignity at Work Policies** at GEH and SWFT- check the intranet for the latest version.

Books

Pick up books about bullying, inclusion and Freedom to Speak Up in your local library. Search the catalogue at
https://koha.healthlibrariesmidlands.nhs.uk/cgi-bin/koha/opac-main.pl

Newsletters

National Inclusion Week 2024
https://tinyurl.com/yuzpcw5m

Freedom to Speak Up Month 2024
https://tinyurl.com/36acyrhn

The "cup of coffee" conversation

Long used in the US, the goal of the **Cup of Coffee conversation** is to informally discuss with a colleague how their observed behaviour doesn't fit with the organization's values and culture of safety and respect.

Find out more:

Dubree, M. *et al.* (2017) '**Promoting professionalism by sharing a cup of coffee**', *American Nurse Today,* 12(5), pp. 18-19. **www.myamericannurse.com/wp-content/uploads/2017/05/ant5-Coffee-417b.pdf**

Leeds School of Dentistry (2023) Video- **How to address negative behaviour- The Cup of Coffee conversation**. **www.youtube.com/watch?v=e_3cweKRV-M**

Dr Paula Redmond's podcast- **Civility Saves Lives** episode: A conversation with Dr Chris Turner. **https://drpaularedmond.com/civility-saves-lives-a-conversation-with-dr-chris-turner/**

Take Action

How to tackle workplace bullying advice from the RCN Magazine **www.rcn.org.uk/magazines/Advice/2024/Apr/How-to-tackle-workplace-bullying** gives 5 ways to take action against bullying.

NHS Employers' **Top tips for supporting the psychological safety of staff** explain how to create a psychologically safe workplace to improve staff wellbeing **www.nhsemployers.org/articles/top-tips-supporting-psychological-safety-staff**

The BMA has a guide- **Bullying and harassment: how to address it and create a supportive and inclusive culture** **www.bma.org.uk/media/1100/bma-bullying-and-harassment-policy-report-oct-2019.pdf**

WE WANT YOUR FEEDBACK