

Managing Bullying and Harassment and Employment Law: Equality and Diversity

Friday 15th and Saturday 16th February 2019

Education Centre, Westmorland General Hospital

CPD Points: 6

15th Feb Day 1 Managing bullying and harassment

16th Feb Day 2 Employment Law and Diversity

Course Description:

Everyone should be treated with dignity and respect at work. Bullying and harassment of any kind are in no-one's interest and should not be tolerated in the workplace, but if you are being bullied or harassed it can be difficult to know what to do about it.

This workshop identifies examples of both harassment and bullying and provides strategies of dealing with both.

If you are a sufferer, have suffered or need to understand your limits when running your life or your team, then this course will help and support you.

Learning outcomes: At the end of this programme the delegate will be able to:

- Name 4 statistics relating to Harassment and Bullying from NHS related surveys
- Give at least one definition for both behaviours
- List 3 ways to promote a positive culture
- Name 5 elements of the Equality Act 2010
- Give 3 examples of harassment and 3 of bullying
- Name 5 types of discrimination
- Outline 4 strategies for dealing with harassment and bullying

Agenda:

Welcome, agenda, learning outcomes and check expectations

Module 1: How big a problem of harassment and bullying is there in the NHS?

- Surveys
- Statistics
- Roger Kline-the silent epidemic in the NHS
- Tackling bullying Call to Action in the NHS

To book your place, email SASDoctors.Courses@mbht.nhs.uk

Module 2: What constitutes harassment and bullying?

- Definitions for both behaviours
- Promoting a positive culture
- Case studies and good practice

Module 3: What does the law say?

- The Equality Act 2010
- Examples of harassment and bullying
- When it might happen
- What is discrimination and what is included
- Is bullying against the law

Module 4: What to do if you are bullied

- If I'm harassed or bullied what should I do?
- How do I make a grievance?
- How should my employee re-act?
- What strategies are there to prevent both behaviours

➤ N.B. Cases are used which have established precedents in law.