

Changing our culture for good

Staff reported experiencing

Bullying

Sexual harassment

Racial harassment

Bullying and harassment because of their sexual orientation Bullying and harassment because of their disability

Our aim



EEAST will be an exceptional place to work, volunteer and learn.



Nobody will come to work with the fear and worry of being subjected to bullying and harassment.

Out to stop inappropriate behaviour.

Everyone feels empowered to Speak up and Speak

People behaving inappropriately will be challenged and dealt with.



Our approach



everybody knows the behaviour expected.



Make sure

inappropriate behaviour is reported.



(FTSUG) capacity.



involve sexual harassment.



SPEAK



Identifying barriers

relations casework.

to resolving long standing issues and employee





Teams working with managers and teams across EEAST.

reviewed, promoted and improved.

provision is being

Wellbeing support and





speed up some HR processes.





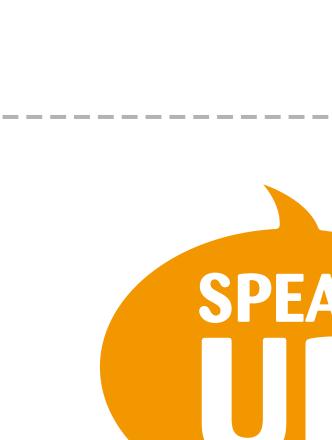
If you are being bullied or

harassed, we want you to

If you see other people being

bullied or harassed we want

Speak Up;



SPEAK STOP IT

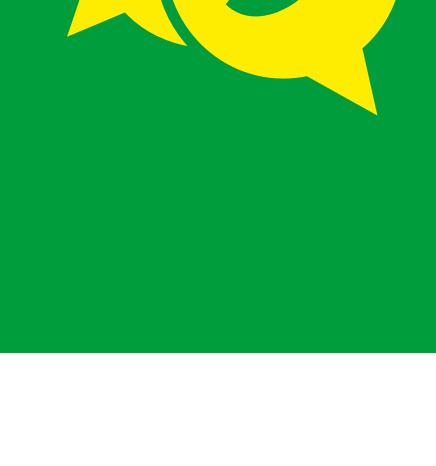
you to Speak Out against it; If you are bulling or harassing others, to put it simply we

want you to Stop it.

There are a range of ways you can do this including:

The Freedom to Speak Up Guardian. The OCE email address.

Your **line manager** if appropriate.





If you have been affected by any issues raised above, the Trust offers a range of services to support you.

Through Kays Medical, our occupational health provider, you can access the 24/7 crisis line 0808 196 2370 or the Employee **Assistance Programme 24/7 on 0808 196 2374.**

You can also find out more by contacting our Being Well at EEAST team on wellbeing@eastamb.nhs.uk