



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.
- Everyone feels empowered to Speak up and Speak Out to stop inappropriate behaviour.
- People behaving inappropriately will be challenged and dealt with.



Our approach



Make sure everybody knows the behaviour expected.



Encourage everyone to report unacceptable behaviour.



Take action whenever inappropriate behaviour is reported.



Specialist Culture Support Teams working with managers and teams across EEAST.



Increase in Freedom To Speak Up Guardian (FTSUG) capacity.

Wellbeing support and provision is being reviewed, promoted and improved.



Instigated a Trust wide review of all cases that involve sexual harassment.



Independent investigators appointed to strengthen and speed up some HR processes.



Coaching and support for managers identified as needing or wanting support.



New management development programme introduced and existing packages updated.



Speak up, speak out, stop it message introduced into Trust.



Disciplinary and dignity at work policies being reviewed.



Identifying barriers to resolving long standing issues and employee relations casework.



If you are being bullied or harassed, we want you to **Speak Up**;
If you see other people being bullied or harassed we want you to **Speak Out** against it;
If you are bullying or harassing others, to put it simply we want you to **Stop it**.

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

- Your line manager if appropriate.
- The Freedom to Speak Up Guardian.
- The OCE email address.



Support

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**