

Public Health Registrars East of England

What to do if you suspect that you have been bullied in the workplace

All East of England Public Health Registrars have the right to hold employment and undertake training placements without harassment or bullying and to be treated with dignity and respect at work.

Currently, St Helens and Knowsley Trust Lead Employer (STHK) is the host employer for East of England Public Health Registrars. It is a contractual requirement for East of England Public Health Registrars to adhere to STHK policies and procedures. Registrars should refer to relevant STHK policies in relation to [concerns about bullying and harassment at work](#).

Trainees can raise a concern through various routes: their clinical supervisor, their clinical supervisor's manager, their education supervisor, their university manager HR Department, Trade Union representative or Lead Employer Health Work and Well Being Service.

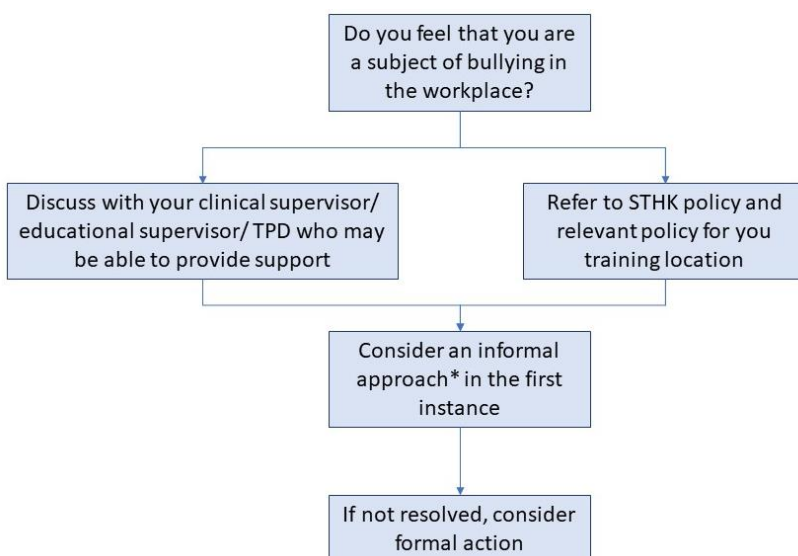
It is against the law to discriminate against someone because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Sexual orientation
- Pregnancy and maternity
- Race
- Religion or belief
- Sex

These are called [protected characteristics](#).

This flowchart seeks to provide suggested action if an East of England Public Health Registrar feels that they are a victim of bullying or harassment in the workplace. This flowchart is intended to be applicable to all types of bullying:

Suggested action:



Harassment - “unwanted conduct, often related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating hostile, degrading, humiliating or offensive environment for that individual”.

Bullying – “unreasonable behaviour by one individual or group of individuals to another which makes the recipient feel upset, threatened, humiliated or vulnerable thereby undermining their self-confidence and potentially causing them to suffer stress”.

***Informal actions** which may be considered include raising the problem informally with the person(s) causing the problem, pointing out that their conduct is unwelcome, offensive or interfering with work and that they want it to cease.

For further details refer to the STHK policy: [Respect and Dignity at Work](#).