

Understanding Workplace Bullying

Accusations of bullying are becoming more common in medicine and this may be the result of a growing appreciation of the right of health staff not to tolerate such behaviour. Anecdotal evidence suggests that doctors are less likely to admit to experiencing bullying compared to other healthcare workers. Some argue that the established culture of the medical professions is one that potentially perpetuates an environment of bullying and harassment, especially during training.

By the end of the **half day** workshop, delegates will be able to:

- Understand the differences and similarities in bullying, victimisation and harassment
- Recognise the signs of overt and covert bullying
- Identify the legal implications

Outline programme

- What is bullying?
 - Group exercise
 - Harassment vs bullying
 - NHS Context
- The individual context – being bullied and the bullies
 - Risk Factors and predictors
 - Group exercise
 - Labels
 - The law
 - Why people do not seek formal help
 - What drives bullying behaviour
 - Impact and protection tools
- Workplace power and control
- The position of the GMC and the BMA
- What your organisation may be doing to tackle the issues

Zoom test

Please make sure you are set up to run Zoom and to participate (via both camera and audio). Please [follow this link](#) to test your settings in advance.

Participation is a requirement in order to receive a certificate of attendance.

**3 guided learning hours
3 CPD Points**



Note to delegate: There is no formal pre-work for this workshop, however you may wish to think in advance regarding the objectives, or do some reading around the topics.

What do you already know? What would you like to get out of this workshop?

Objective 1: Understand the differences and similarities in bullying, victimisation and harassment

Objective 2: Recognise the signs of overt and covert bullying

Objective 3: Identify the legal implications