

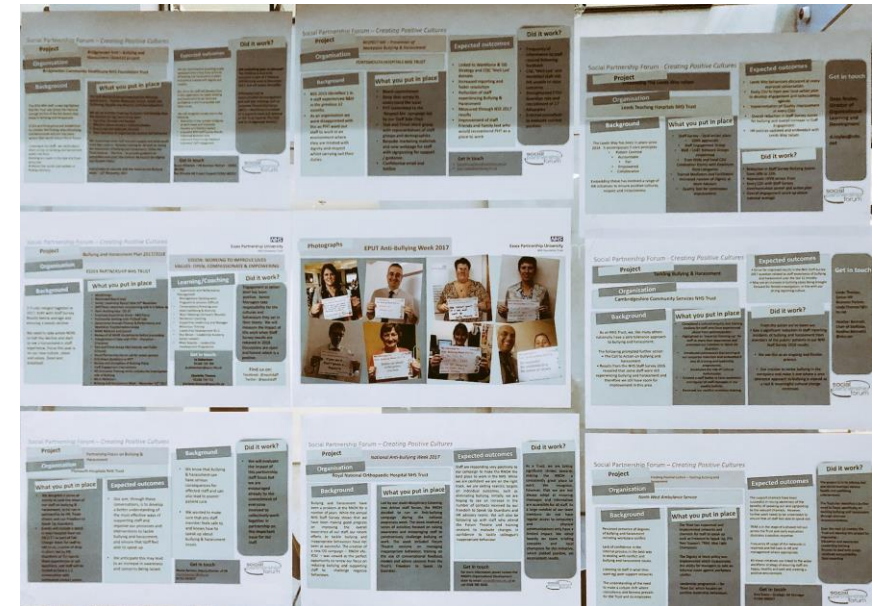
Tackling Bullying in the NHS
A collective call to action



December 2016

Creating Positive Cultures

22.1.18





Jon Restell

Workforce Issues Group Co-Chairs



Simon Arden-Davis

Welcome to the meeting



Paul Taylor-Pitt

Tips for using GoToMeeting

Be yourself

Act like it's a meeting

Mute your mic if noisy

Use the chat box

Listening is ok

Questions are good



Aims of Today

- To ensure we have captured and listed (in the correct order) the priorities from the Creating Positive Cultures Summit.
- Really understand what is needed to help the system deliver agreed priorities.
- Find out what practical support or resources you would need.

Summit Overview – Key Points



Good, well supported people managers will not tolerate bullying and harassment and will instill respect for all in their teams

Organisations need to be honest about issues, show humility and listen to staff

Tools and resources give organisations the capability to understand issues and take action

NHS Constitution expectations around positive behaviours should be reinforced through the “call to action”

Summit Overview – Key Points



Freedom to Speak Up programme has a role to play

CQC inspections will ask “call to action” questions about sign up, measurable actions, culture of high quality, sustainable care

HEE’s workforce strategy aims to reinforce positive behaviours and cultures where bullying isn’t tolerated

Sexual harassment should not be ignored as a potential issue affecting the NHS workforce

Setting Priorities



National	Regional	Local
Promoting importance of management training	Connect organisations around the region e.g CQC	Share good practice using data
Developing links to CQC well-led domain	Sharing best practice and explaining value of tackling the issues – honest conversations	Bridge gap between theory and practice
Connect the system	Raise awareness of national initiatives / guidance / support.	Impact assessment – cost of mental health and wellbeing relating to bullying and harassment
Share best practice	<ul style="list-style-type: none"> • Are these the right ones? Were any missed? • What's the role of WIG in supporting these? • What would help these progress? 	Partnership culture and approach
Staff resilience		Assessment and appraisal
Raise awareness		Confidence in the system
Mediation		

Creating Positive Cultures: National SPF Priorities

Promoting the importance of management training	24%
Develop links to CQC well-led domain	19%
Connect the system	16%
Share best practice	16%
Staff resilience	9%
Raise awareness	3%
Mediation	3%

Next Steps

- Discuss the agreed priorities with wider groups e.g. NHS HR networks
- Report outcomes of summit to SPF and wider NHS system
- Build priorities into WIG and others' work programmes for 2018/19 as required

How should we keep you informed about progress?



Thanks for being part of the meeting today.

