

Safeguarding and Prevent Newsletter info for March 2024

**This month we have a bumper edition with 2
topics for you to benefit from:**

Equality, Diversity & Inclusion

Bullying in the workplace

We have also included a 'Prejudicial Language Survey', why not try it out and see how you score?



ELA'S WELLBEING TEAM

Your Trainer, Assessor or Portfolio Coach

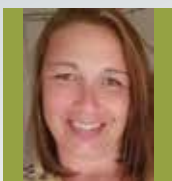
Each member of ELA's learning delivery and support team is trained and duty-bound to report all disclosures within 1 hour of receiving them. If you do not feel safe or are worried about yourself, someone else or something, you must speak to someone that you trust. Our team are here to help. Please contact your trainer, assessor, portfolio coach, any one of the people below or simply email safe@ela-training.co.uk with your concern.



Ali Khan

ali@ela-training.co.uk
07832 328587

Designated Safeguarding Lead (DSL) and has responsibility for implementing the ELA Training Services Safeguarding Policy and for reporting any allegations of abuse and concerns that occur to the relevant authorities. The role of Designated Safeguarding Lead currently includes the responsibilities of Prevent Lead and Data Protection Lead. Ali holds a Level 3 Certificate in Safeguarding and Level 2 in Mental Health First Aid.



Cheryl Head

cheryl@ela-training.co.uk
07483 318425



Wendy Johnson

Wendy@ela-training.co.uk
07944365433

Designated Deputy Safeguarding Leads (DDSL) are responsible for recording and reporting any allegations of abuse and concerns that occur to the relevant authorities (deputising in the absence of the DSL). Wendy is qualified as an Advanced Designated Safeguarding Lead at Level 4 and Cheryl is qualified as a Designated Safeguarding Lead at Level 3.



This month's topic is Equality, Diversity, and Inclusion

In the UK the Equality Act 2010 provides legal protection for nine protected characteristics: age, **disability, gender reassignment**, marriage and civil partnership, **pregnancy and maternity, race, religion or belief, sex** and **sexual orientation**.

Things to consider include: accent, age, caring responsibilities, colour, culture, visible and invisible disability, gender identity and expression, mental health, neurodiversity, physical appearance, political opinion, pregnancy and maternity/paternity and family status and socio-economic circumstances, amongst other personal characteristics and experiences.

Equality

Diversity



Equality is everyone getting a pair of shoes.

Diversity is everyone wearing a different type of shoe.

Equity is everyone getting a pair of shoes that fits them.

Accessibility is having shoes, or alternatives that feel comfortable.

Inclusion is feeling respected and valued whether you are wearing shoes or not.

Belonging is showing up with or without shoes and without fear of judgment.

Disabled by Society

What is Equality?

First used in the early 15th century is ‘the state of being equal’. In modern usage in the UK, equality is about ensuring equality of access, treatment, outcomes and impact in both employment and service delivery. It is rooted in ideas of justice and fairness and enshrined in the United Kingdom Equality Act 2010 (EA10) which highlights that every individual must have an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of their background, personal identity, or experience.

What is Diversity?

First used in the early 15th century is ‘the state of being equal’. In modern usage in the UK, equality is about ensuring equality of access, treatment, outcomes and impact in both employment and service delivery. It is rooted in ideas of justice and fairness and enshrined in the United Kingdom Equality Act 2010 (EA10) which highlights that every individual must have an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of their background, personal identity, or experience.

Diversity recognises that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected, valued, promoted and celebrated. They may include, but are not limited to, differences protected by equalities law.

What is Inclusion?

Inclusion is the practice of including people in a way that is fair for all, values everyone’s differences, and empowers and enables each person to be themselves and achieve their full potential and thrive at work.

An **inclusive workplace** culture is one in which everyone feels that they belong through feeling safe in being themselves, that their contribution matters, policies and practices are fair and diverse range of people are supported to work together effectively.



Differences include visible and non-visible factors, for instance, personal characteristics such as background, culture, personality, work-style, accent and language. It's important to recognise that a 'one-size-fits all' approach to managing people does not achieve fairness and equality of opportunity and outcomes for everyone. People have different personal needs, values and beliefs. Good people management practice needs to be consistently fair but also flexible and inclusive to support both individual and business needs.

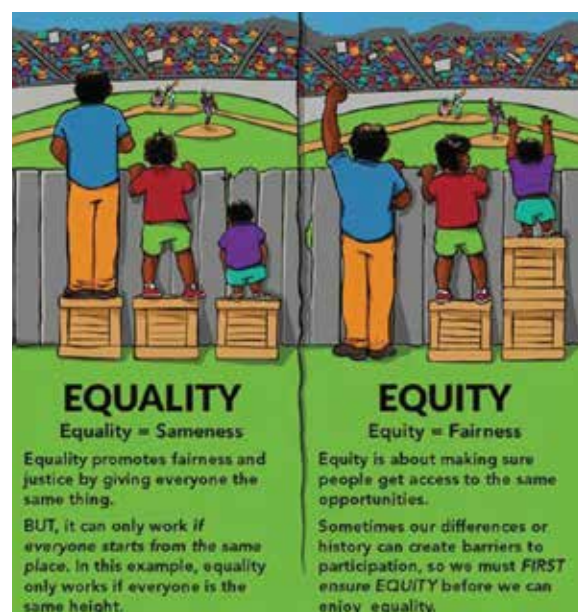
In the UK, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation are 'protected characteristics' covered by discrimination law to give people protection against being treated unfairly.

Discrimination can:

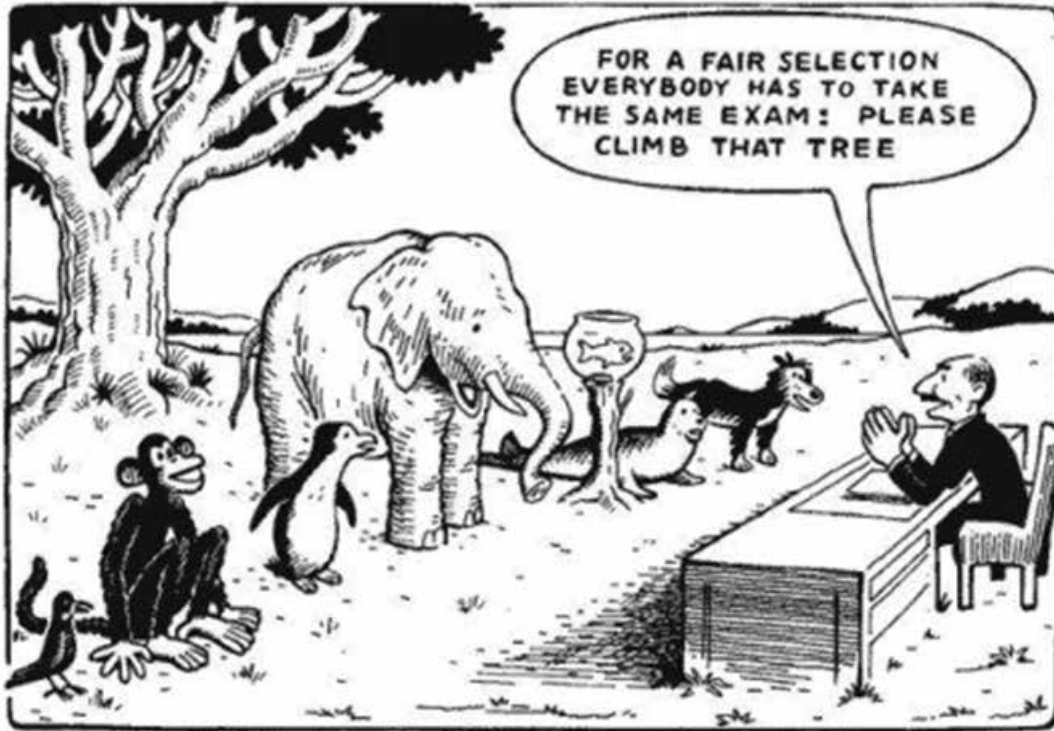
- Impact an individual's wellbeing, performance at work and intention to stay.
- Adversely affect employment opportunities.
- Result in failure to recognise skills-based abilities, potential and experience.
- Result in significant legal costs, compensation and settlements paid to avoid defending expensive discrimination claims.

Neurodiversity podcast (24.56)

https://soundcloud.com/cipd/podcast-152-neurodiversity?utm_source=clipboard&utm_campaign=wtshare&utm_medium=widget&utm_content=https%253A%252F%252Fsoundcloud.com%252Fcipd%252Fpodcast-152-neurodiversity



Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.



Some podcasts to listen to....

- <https://youtu.be/qcCtPgziGTs?si=qD4h-rGT32avK9d5>
- <https://www.inclusiveemployers.co.uk/talking-inclusion-with-podcast/podcast-infertility-miscarriage-and-baby-loss/>
- <https://www.inclusiveemployers.co.uk/talking-inclusion-with-podcast/podcastdisability-in-the-workplace/>
- <https://www.inclusiveemployers.co.uk/talking-inclusion-with-podcast/podcast-faith-religion-and-belief-at-work/>
- <https://www.inclusiveemployers.co.uk/talking-inclusion-with-podcast/podcast-gen-z-diversity-and-inclusion/>
- <https://www.inclusiveemployers.co.uk/talking-inclusion-with-podcast/podcast-menopause-at-work/>
- <https://www.inclusiveemployers.co.uk/talking-inclusion-with-podcast/podcast-non-binary-experiences-in-the-workplace/>

British Values Definition

The five British Values are democracy, the rule of law, individual liberty, and mutual respect for and tolerance of those with different faiths and beliefs and for those without faith. These are the 5 fundamental values that have been developed by the **UK Government** in an attempt to create social unity and prevent extremism.



Democracy could include discussing how and why laws that relate to learner experiences were introduced. Learner Voice activity can include discussion around voting and support for learners who wish to register to vote.

The rule of law could include encouraging learners to research health and safety laws which regulate industry or review the health and safety processes within their education or training institution.



Individual liberty will include encouraging learners to discuss the extent that this exists or is limited by regulation. They might also discuss their own freedom of choice in terms of future education and career choices.

The nine protected characteristics specified in the Equality Act are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

Mutual respect and tolerance of those with different faiths and beliefs will be found in the curriculum but will also be part of the expected behaviour in education, training or employer organisations.



What is bullying?

How would you define bullying?

The Anti-Bullying Alliance and its members have an agreed shared definition of bullying based on research from across the world over the last 30 years.

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal, or psychological. It can happen face-to-face or online.”

The key elements from this are:

- **Hurtful** - causing injury, detriment, or suffering. This can be to their mental or physical health.
- **Repetition** - Although the definition says “happening more than once” it is important to remember that a single incident can have a significant impact and install a fear of repeated behaviour.
- **Power Imbalance** - A situation where a person feels they have the power over someone else, and uses this to negatively impact another person, examples of perception of power can include:
 - Those in a bigger group
 - A member of a majority group (gender, race, age etc.)
 - Physical Stature
 - Authority
- **Intentional**- For an incident to be considered bullying, the aggressor must want to hurt someone, and the victim must perceive the incident as a deliberate act of abuse.



When is Bullying harassment?

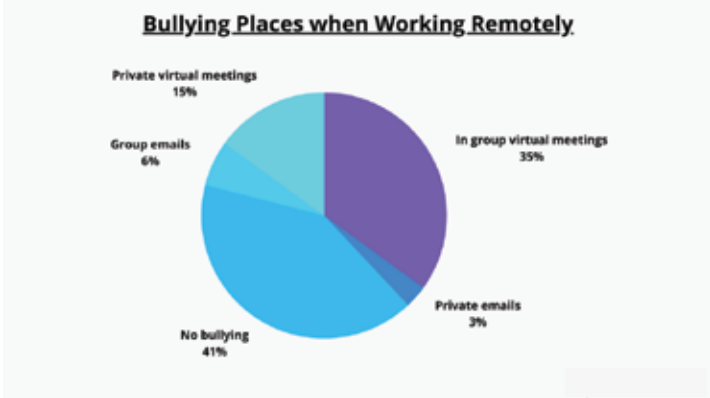
Bullying and harassment are often confused. By law (Equality Act 2010), bullying behaviour can be harassment if it relates to any of the following 'protected characteristics':

- › age
- › disability
- › gender reassignment
- › race
- › religion or belief
- › sex
- › sexual orientation

Bullying in the workplace

Examples of bullying at work include:

- › constantly criticising someone's work.
- › spreading malicious rumours about someone
- › constantly putting someone down in meetings
- › deliberately giving someone a heavier workload than everyone else
- › excluding someone from team social events
- › putting humiliating, offensive, or threatening comments or photos on social media



Bullying can also happen from staff towards someone more senior, for example a manager. This is called 'upward bullying' or 'subordinate bullying'. It can be from one employee or a group of employees.

Examples of upward bullying can include:

- ✦ showing continued disrespect
- ✦ refusing to complete tasks
- ✦ spreading rumours
- ✦ constantly undermining someone's authority.
- ✦ doing things to make someone seem unskilled or unable to do their job properly.

It can be difficult for someone in a senior role to realise they are experiencing bullying behaviour from their staff. It is important to consider the real reasons for the behaviour. For example, there might be a wider issue with the culture of the organisation that can be identified and addressed.

Employer responsibilities

Employers and employees have a mutual duty to treat each other honestly and with respect.

This means employees have the right to:

- have trust and confidence in their employer.
- expect not to be bullied at work.
- Employers have the right to:
- expect employees not to bully each other.
- expect employees to treat their managers with respect and follow all reasonable instructions.
- Employers also have a legal duty of care to protect their employees from harm. This includes dealing with bullying issues.

Employers should:

- do all they can to try to prevent bullying happening.
- take any bullying complaint seriously and look into it as soon as possible.



In addition to physical threats and actions against the victim, the perpetrators of the bullying may also seek to use their physicality to damage personal items that belong to the victim. For example, they might steal the victim’s school bag or rip up a book which belongs to their target.

Social Bullying. Social bullying is where the perpetrators try to isolate their victim from wider social networks. To do this, they damage that person’s relationships or reputation. By

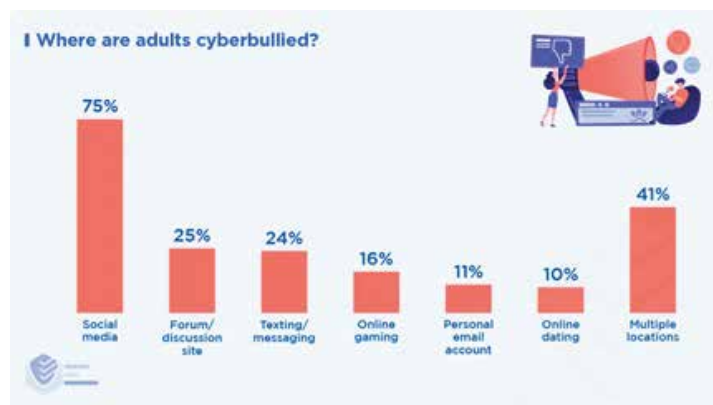
Social bullying can include.

- ostracizing a person from an existing social group,
- spreading rumours about a person,
- sharing secrets that were told in confidence,
- giving a person “the silent treatment,”
- deliberately embarrassing someone in public.

Cyber Bullying. Victims may feel like they cannot stop using social media or their mobile phone, because these things are now considered to be important forms of communication. Cyber bullying also allows greater anonymity for the perpetrators. It is possible for cyber bullies to target people who are thousands of miles away and who they may never have met in real life.

Examples of cyber bullying include.

- prank phone calls and texts,
- abusive messages on social media,
- fake social media accounts being made about the victim,
- catfishing,
- hacking
- computer virus attacks.



Reasons for Bullying at Work

Some of the reasons why bullying at work happens include:

Professional Jealousy

Bullying at work can occur because of the positive attention people get for their work. Some things that can attract the attention of workplace bullies include:

- ▶ Being intelligent, determined, creative.
- ▶ Regularly contributing new and innovative ideas
- ▶ Going the extra mile and gaining recognition for your hard work
- ▶ Moving through projects quickly while others are struggling.
- ▶ Being a perfectionist and striving for success

Social Envy

It is a myth that all victims of bullying are loners and outcasts with no friends or social connections. Often, it is the popular and well-liked workers that are most vulnerable to workplace bullying. Some bullies form cliques and target others who threaten their status or social standing. If you are well-liked at work, this could be the reason behind the attacks and jabs at you from the office bully.

Insecurity or Low Self-Esteem

Insecure people with low-self-esteem are often more vulnerable to bullying at work.

Personality Characteristics

Those with certain characteristics may be more likely to fall victim to workplace bullying. For example, people with codependent or people-pleasing traits may tolerate mistreatment or comply with unreasonable demands,

Prejudice

Some employees may be targeted due to their gender, age, race, sexual orientation, or religion. You also may be bullied if you have a disability or a medical condition.

Whatever the reason, workplace bullies single out and target people who are different from them in some way. They also tend to discriminate against others.



Who are the bullies?

Who are more likely to be bullies?

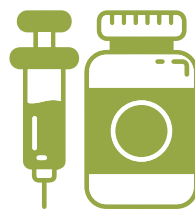
Just as anyone can be a victim of bullying, anyone can also become a bully.

factors that may indicate a person is more likely to bully others can include those that:

- Are aggressive or easily frustrated.
- Have less parental involvement or having issues at home.
- Think badly of others.
- Have difficulty following rules.
- View violence in a positive way
- Have friends who bully others.
- Repetitive behaviour

What are the effects of bullying?

- Mental ill health
- Substance abuse
- Self-harm
- Suicide
- Physical injury



How to seek support for adults bullied in the workplace

- Ask for support from your manager, or someone you feel comfortable with at work.
- Keep a record of what has happened.
- Keep a record of any witnesses.
- See if an informal solution is possible with your manager's support.
- Raise a formal grievance with your employer.

Further support and advice

- <https://www.nationalbullyinghelpline.co.uk/>
- <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>
- <https://www.youngminds.org.uk/young-person/coping-with-life/bullying/>
- <https://anti-bullyingalliance.org.uk/tools-information/advice-and-support/if-youre-being-bullied/find-help-and-support>
- <https://www.acas.org.uk/bullying-at-work>



This Photo by Unknown Author is licensed under [CC BY-SA-NC](https://creativecommons.org/licenses/by-sa/4.0/)



@ELATrainingservices



@ela_trainingservices



company/ela-training-services/