



Equality and Diversity UK
www.equalityanddiversity.co.uk

Addressing Bullying Allegations

1:1 Session



Equality and Diversity UK



Aims



- **Understanding Bullying:** Provide a comprehensive understanding of what constitutes bullying, the various forms it can take, and its potential impacts on individuals and the workplace.
- **Self-Reflection:** Encourage delegates to critically reflect on their behaviour, communication style, and interactions with colleagues to identify any potential patterns or behaviours that may have contributed to the allegations.
- **Conflict Resolution and Communication Skills:** Equip delegates with effective conflict resolution techniques, improved communication skills, and strategies for fostering a positive work environment.
- **Ethical and Professional Conduct:** Reinforce the importance of maintaining ethical and professional conduct in everyday practice and how it relates to interactions with colleagues.



Learning Outcomes



By the end of the training, the delegate will be able to:

- define bullying and recognise its various manifestations.
- analyse their own behaviour and communication patterns for signs of inappropriate conduct.
- implement conflict resolution strategies to address disputes in a constructive manner.
- demonstrate improved communication skills to foster a positive work environment.
- apply ethical and professional principles to interactions with colleagues and subordinates.
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1: Understanding Bullying and Its Impacts

- **Definition of bullying:** Exploring the various forms of bullying (verbal, psychological, physical) and distinguishing between bullying and constructive criticism.
- **The impact of bullying:** Discussing the psychological, emotional, and professional consequences for those on the receiving end and the overall workplace.

2: Self-Reflection and Identifying Behaviour Patterns

- **Self-awareness:** Encouraging the delegate to reflect on their behaviour and communication styles and identifying potential triggers for conflict.
- **Recognising potential biases:** Discussing how personal biases and perceptions can influence interactions and contribute to misunderstandings.



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3: Conflict Resolution and Communication Skills

- **Effective communication:** Exploring active listening, empathy, and clear communication techniques to prevent misunderstandings and conflicts.
- **Conflict resolution strategies:** Introducing negotiation, mediation, and collaboration techniques for resolving disputes professionally.

4: Ethical and Professional Conduct

- **Professional ethics:** Reviewing the delegate's ethical obligations and discussing how they apply to interactions with colleagues and subordinates.
- **Building a positive work environment:** Exploring ways to create an inclusive and respectful workplace culture that discourages bullying behaviour.



Action Plan and Follow-Up

Developing an action plan:

- Collaboratively create a plan to address any concerns raised by the allegations and outlining steps to improve behaviour and interactions.

Follow-up strategies:

- Discuss methods for ongoing self-assessment and improvement and considering seeking mentorship or coaching if necessary.

