

Workplace bullying champions – what we have learnt

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Workplace Behaviour Champions

Contact details for our Workplace Behaviour Champions



Undermining toolkit



The undermining toolkit is an RCOG/Royal College of Midwives (RCM) initiative to address the challenge of undermining and bullying behaviour in maternity and gynaecology services. The toolkit is divided into four sections that can be used independently (there is some deliberate overlap between the sections to facilitate independent use).

Introduction

An introduction to undermining and why this RCOG/RCM toolkit is important

Definitions

Explanations of terms used in the toolkit, and the law in relation to bullying, harassment and undermining

Strategic interventions

Recommendations for over-arching institutions such as the wider NHS, GMC, RCOG, RCM and others

Unit, trust and local education provider interventions

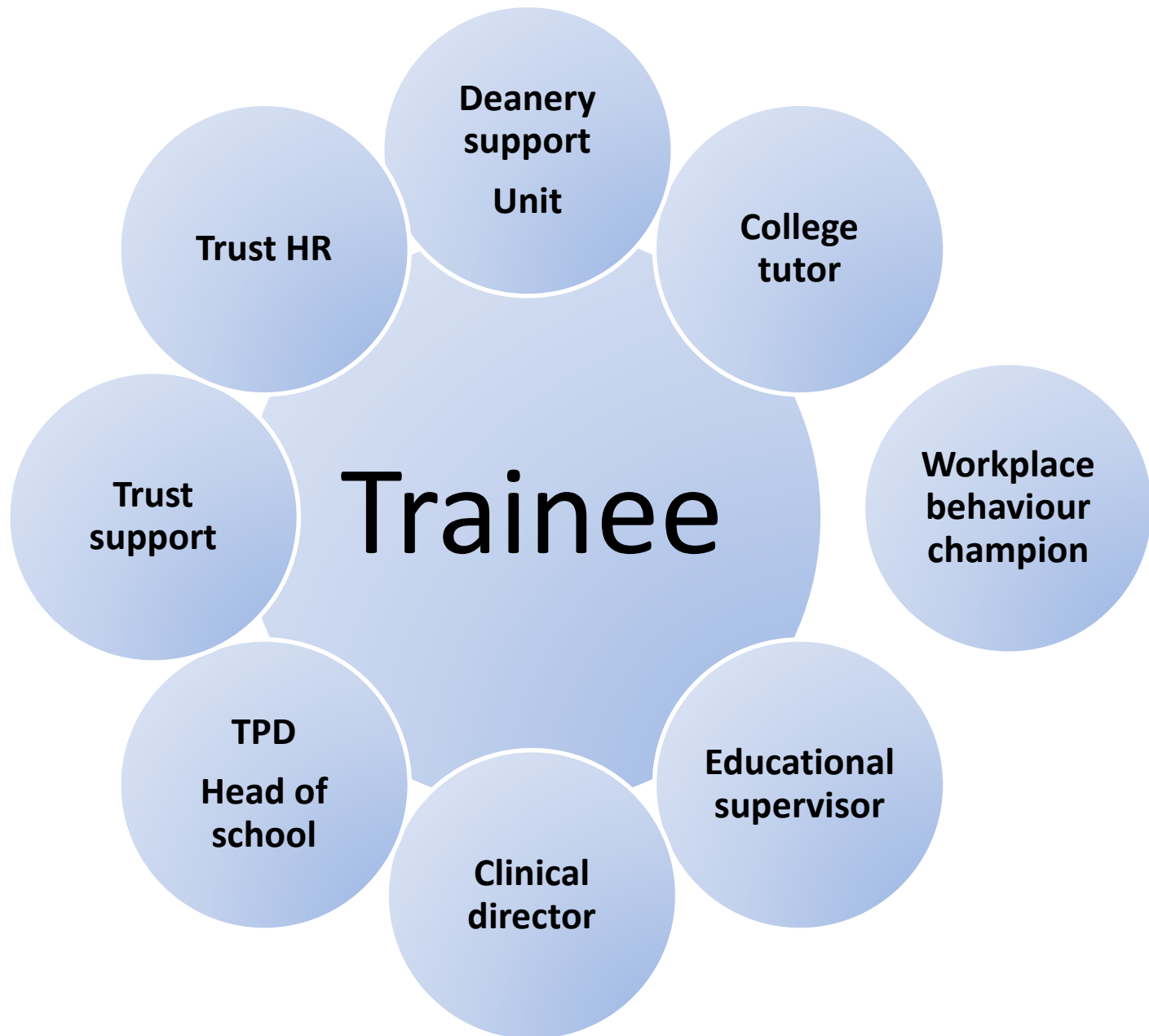
Recommendations for trusts and hospitals

Departmental and team interventions

Recommendations for departments, particularly around team working between obstetricians and midwives

Individual interventions

Recommendations for individual victims and perpetrators of undermining



First challenge- get known to trainees

- Through Heads of school news letters
- Through Trainee news letters
- Attending trainee induction days
- Give cards with details



SPEAK TO YOUR LOCAL WORKPLACE BEHAVIOUR CHAMPION IN CONFIDENCE

Name:
Contact details:

Positives-

- Trying to tackle an ingrained issue
- Can help and advise trainees improve training experience
- Make a difference to learning and working environment
- Helping to support trainees

Challenges

- No time allocated to the role
- Feeling of being unable to impact/help if trainee doesn't wish action to be reported
- Lack of any power or authority
- Emotionally draining
- Are we making a difference difference