

WHAT IS EQUALITY?

Equality is about 'creating a fairer society where everyone can participate and has the opportunity to fulfil their potential', it is also about recognising that discrimination is unacceptable regardless of people's gender, race, nationality, religion, ethnic or national origin, marital status, age, colour, disablement, social background or sexuality.

WHAT IS DIVERSITY?

Diversity is about all the ways in which people differ and about recognising that differences are a natural part of society. No two people are the same and this means that many different elements make up our local community - something which should be celebrated. Diversity is about treating people as individuals and making them feel respected and valued.

DIGNITY AT WORK

All staff have the right to be treated with dignity and respect and to work in an environment that is free from bullying and harassment.



LEGISLATION

The Equality Act became law in October, 2010. It replaced previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995)



PROMOTING DIVERSITY AND EQUALITY

- Treat people as individuals respecting their beliefs and views even when they are different from your own.
- seek to treat your work colleagues and service users with dignity and respect at all times
- take into account your colleagues and service users religious, cultural and social needs
- managers should ask new staff during their induction if they have any cultural, spiritual or special needs which need to be taken into account
- challenge questionable attitudes and behaviour if you feel someone is behaving inappropriately
- report harassment of any kind towards anyone.



You may contact Andrea Serlin on

07708247603 or via email

andreaserlinweyt@gmail.com

or office@wessex.co.uk

If you have any worries or queries about either Equality and Diversity or Bullying and Harassment

Bullying



Equality & Diversity



www.antibullyingalliance.org

National Bullying Helpline 0845 22 55 787



working together



WHAT IS BULLYING?

IT'S NOT JUST KIDS STUFF

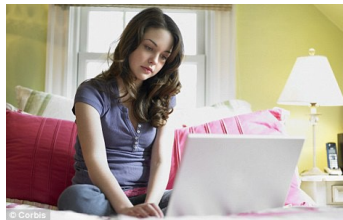
Bullying and harassment are abuses of power which can happen to anyone, anywhere, at any time. Much attention has rightly been paid to the harm that bullying can do to young school pupils, but it is important to remember that harassment and bullying can be just as damaging to anyone.

WHAT IS "BULLYING"?

The word "bullying", "harassment" and "abuse" tend to be used in different circumstances but they all describe very similar behaviour.

WHAT TYPES OF BULLYING ARE THERE?

Listed are some of the different methods of bullying. It is important to remember that if something does not appear on this list and is upsetting you then you should still talk to someone you trust. There are a number of different reasons why somebody might be bullying you, it is more often something to do with them rather than you.



- **VERBAL:** name calling, threats.
- **THEFT:** taking or damaging your things
- **RUMOURS:** spreading lies about someone or people close to them
- **PHYSICAL:** kicking, punching, etc
- **CYBERBULLYING:** making abusive phone calls, sending threatening messages, email, slander over social networks i.e., Facebook
- **ISOLATION:** making people feel left out

We also know that sometimes people get bullied because of other people's prejudices, for example:

RACIST BULLYING - bullying that is directed at an individual from a particular race, group or culture. If this is happening to you it might be an individual saying something unkind about:

- **THE WAY SOMEONE LOOKS**
- **WHAT SOMEONE EATS**
- **THE WAY THAT SOMEBODY DRESSES**
- **THE WAY SOMEONE SPEAKS**
- **FAMILY**
- **RELIGION**

HOMOPHOBIC BULLYING - bullying that is directed at someone because of their perceived sexual orientation. Homophobic bullying can happen to anyone - it does not matter what your sexual orientation is. i.e.

- **GAY**
- **LESBIAN**
- **BISEXUAL** or
- **TRANSGENDER**

SPECIAL EDUCATIONAL NEEDS - sometime people might get bullied because of the way they are viewed with a disability or learning difficulty.



HELPING YOURSELF



If you are being bullied or harassed, follow your workplace policy and procedures on Bullying and Harassment if you are able.

You may wish to speak to your assessor at Wessex Training or someone you trust who can talk on your behalf if you feel unable to.

When speaking to someone who can help, remember these 5 things:

1. when describing what has happened to you don't exaggerate.
2. make sure that the person understands how upset you are and that the matter is not trivial
3. tell the person that you want to know about any action he or she proposes to take. if you think it will make things worse, you should say and explain why it won't help
4. be prepared to help by making your own suggestions, you should have the right to be fully involved in discussions on what should happen.
5. remember that not everything can be treated confidentially, other professionals may need to know in order to ensure the safety and well-being of all involved.

The important thing to remember once you've spoken to someone is that the situation is addressed and the bullying behaviour can be stopped.