#STANDUPTOBULLYING
WEDNESDAY 13TH JUNE

JOIN THE NATION THIS JUNE AS WE COME TOGETHER TO TAKE A COLLECTIVE STAND AGAINST BULLYING.

Stand up To Bullying Day was started by The Diana Award in 2016, with the support of HRH The Duke of Cambridge in an effort to bring the country together and raise awareness as to what bullying is, how it occurs and what to do about it.

Last year saw the campaign reach over three million people on social media alone. Help us beat that number and stand up for a community of kindness on Wednesday 13th June.

This pack will help you to find creative ways to get your workplace involved and be sure to check out standuptobullyng.co.uk for more information.
PLANNING AN ANTI-BULLYING POLICY

A workplace anti-bullying policy acts as a statement of commitment from the senior management team that bullying and harassment are not to be tolerated in the workplace. It also acknowledges that bullying and harassment are issues that can occur in all workforces. Your anti-bullying policy should include:

1. A clear statement that bullying and harassment is against that law
2. Examples of behaviour which is unacceptable
3. Preventative strategies the organisation will take
4. Commitment to confidentiality for any complaint
5. Responsibilities of supervisors and managers to respond to complaints made
6. Procedures involved in the investigation of harassment case, including timescales involved for actions
7. Procedures involved in the implementation, review, and monitoring of the policy
8. Training for managers to be able to address issues around bullying and harassment.
 HOW TO DEVELOP AN ANTI-BULLYING POLICY FOR THE WORKPLACE

Below we have outlined a session that is ideal to run with your colleagues in order to create an Anti-Bullying Policy that works for you and your organisation.

Aims
• To reflect on the values of the organisation
• To consider ways of ensuring this is implemented in employee interaction
• To develop a policy that works for all employees

Resources
• Post it notes
• A3 paper
• Whiteboard
• Board pens

Icebreaker [5 minutes]
• Reveal and discuss statistics on workplace bullying.
• Write down the impact of bullying and harassment on both an individual and an organisation as a whole.

Policy Discussion [5 minutes]
• If your organisation already has an anti-bullying policy this is a chance to review it as a team and update if necessary.

Conversation Starters to Discuss on A3 Paper [10 minutes]:
• What are the core values of our organisation?
• What impression do we aim to leave on our clients/beneficiaries?
• How do you wish to be treated by your peers at work?

Whole Group Discussion [5 minutes]
• Ask a representative from each group to feedback on their discussion and summarise important aspects of what a good workplace anti-bullying policy looks like.

Feedback in a group [5 minutes]

Brainstorming [5 minutes]
• Brainstorm important aspects of how we want to treat each other
• Rank the three most important aspects.

5-Point Charter [5 minutes]
• Facilitators use important aspects to create a 5-point charter. These will be the key areas your organisation will focus on while standing up to bullying.

Review [5 minutes]
• Review the charter as group to ensure that everyone is on board.

Pledge [3 minutes]
• Employees individually make a pledge of how they will abide by the charter in their interactions with their colleagues and clients/beneficiaries.
• Facilitator picks a few employees to share their pledges.

Share on social media
In order for more organisations and companies to take bullying in the workplace seriously, organisations like yours need to lead the way and shout about how their anti-bullying policies and procedures.

Once you’ve finished your anti-bullying policy why not post it to your website so it’s visible and share a link on social media.

For suggested message check out the next page.
GET DIGITAL

We know that your organisation takes bullying in the workplace seriously. Here are some ways to show to others online what you’re doing to #StandUpToBullying.

To show your friends and followers that standing up to bullying in the workplace is important to your organisation you can:

• Upload your organisation’s logo on standuptobullying.co.uk/join-in to show that your organisation is officially supporting #StandUpToBullying Day

• Download the #StandUpToBullying logo and add it to your website’s homepage (link the image to standuptobullying.co.uk)

• Write an article for your organisation’s blog sharing how you are choosing to #StandUpToBullying at work

• Share in your newsletter: "#StandUpToBullying Day is on 13th June. We’re standing up, will you? Find out more at standuptobullying.co.uk"

• Share your new Anti-Bullying Policy on your website and urge other organisations to do the same by sharing the link on social media.
THUNDERCLAP
Get started by signing up to our Thunderclap.

At 7.30am on Wednesday 13th June we’ll be spreading a wave of kindness across the nation via Thunderclap as we all come together to share the #StandUpToBullying message. Make sure you include all your social media accounts when you sign up!

Once you’ve signed up, spread the word on your social networks to encourage your followers to join in and do the same.

TWITTER
Ahead of the day:
“On 13th June the nation will be coming together to #StandUpToBullying. Find out how to join in at standuptobullying.co.uk”

On the day itself:
“Today we are choosing to #StandUpToBullying by reviewing our Anti-Bullying Policy. Find out more at standuptobullying.co.uk”

LINKEDIN
“Today is Stand Up To Bullying Day. We are taking a stand against bullying by reviewing our Anti-Bullying Policy and encourage you to do the same! Find out more at standuptobullying.co.uk”

ADVICE ARTICLES
Together with the help of some of our incredible charity partners we’ve created a whole host of #StandUpToBullying advice articles on our website that will help you or a friend in need.

We’d love it if you could help us spread the message by sharing the link to an article that resonates with you on your social media. It may well be seen by somebody who is looking for support to #StandUpToBullying themselves.

#HASHTAG
However you choose to celebrate Stand Up To Bullying Day make sure you use the hashtag when you share online #StandUpToBullying

CAMPAIGN TOP TIPS
• Gather your team to review your Anti-Bullying Policy
• Share how you are choosing to #StandUpToBullying on your website, newsletter or company blog
• Use #StandUpToBullying in all your social media posts
• Tag us with @AntiBullyingPro so we can see how you’re marking the day and help spread the message
• Sign up for the Thunderclap ahead of the day
• Be kind
• And have a wonderful #StandUpToBullying Day on 13th June, let’s make this the biggest one yet!