

Will deliver the following course as detailed below:

Unconscious Bias, Bullying and Harassment and Building Self-Esteem

Date: 25th September 2023
Location: Seminar Room 1, Clinical Practice Centre
CPD Points: 6
Times: 9:00am-4:30pm
Facilitator: Veronica Baldwin



Unconscious or unintentional bias is present in all workplaces and is often unrecognised. Unconscious bias is the tendency to perceive people or events in a certain way, which results in 'snap' decisions or assumption being made, often about age, gender, sexuality, religion or beliefs.

Bullying and harassment of any kind are in no-one's interest and should not be tolerated in the workplace, however, if you are being bullied or harassed it can be difficult to know what to do about it. This programme will focus on Unconscious Bias alongside Bullying and Harassment, its aim is to build awareness and offer strategies to help build self-esteem and confidence.

Measurable Aims: At the end of this programme, the delegate can:

- Define Unconscious bias, diversity, equality, and inclusion in the context of the NHS and understand the benefits of promoting diversity and inclusion at work
- Explain the benefits of knowing your own unconscious bias and the risks of acting on it instinctively
- Understand discrimination on the grounds of the Equality Act 2010 protected characteristics.



- Identify some of your personal triggers for instinctive behaviour that you would like to improve
- Understand the importance of a working environment free of bullying, harassment, victimisation, and unlawful discrimination

The Programme Includes

- Unconscious Bias, Diversity, Equality, and Inclusion
 - What is the difference between Diversity and Inclusion?
 - Terminology: Unconscious Bias, Equality, Diversity, and Inclusion.
 - Define Bullying and Harassment

Unconscious Bias

- Understand the concept of unconscious bias
 - What makes up diversity? e.g., culture, neurodiversity, LGBTQ, mental health.
- The Impact of Unconscious Bias
- Unconscious Bias in Practice
- Micro-messages, Micro-Inequities, Micro Affirmations
- Self-Awareness and Self Reflection

Appropriate workplace behaviour and impact of harassment and bullying in the workplace.

- What are appropriate workplace behaviours?
- Impact of bullying, harassment, victimisation
- 'Banter' in the workplace

What to do if you are bullied and how to build self-esteem

- If I'm harassed or bullied, what should I do?
- What strategies are there to prevent both behaviours
- Building self-esteem - what is low self-esteem?
- How do you build confidence?
- Developing resilience?