

TRUEBLUE NURSES ANTI-BULLYING POLICY AND PROCEDURE

Scope

All workers and Clients

Policy

We are committed to providing a caring, friendly and safe environment for all of our Workers and Clients so they can work and live in a relaxed and secure atmosphere. Bullying of any kind is unacceptable, and if bullying does occur, all incidents will be dealt with promptly and effectively.

The attention of all employees is drawn to the :

GSCC Code of Conduct

Discipline Procedure in Employee Handbook

Whistleblowing policy

Harassment policy

What is bullying?

The use of aggression with the intention of hurting another person physically or emotionally.

Bullying results in pain and distress to the victim.

Bullying can be:

Emotional; being unfriendly, excluding and ignoring, tormenting (hiding or interfering with belongings, threatening gestures, threatening language.)

Physical; pushing, kicking, hitting, punching or any use of violence

Racist; racial taunts, graffiti, gestures

Sexual; unwanted physical contact or sexually explicit comments

Homophobic; focussing on the issue of sexuality

Verbal; name-calling, criticising in public, sarcasm, spreading rumours, teasing

Cyber; all areas of the internet, such as email and internet chat room misuse

Mobile; threats by text message and calls, misuse of associated technology ie camera and video facilities.

Procedure:

Report bullying incidents to Trueblue Nurses

Record cases of serious bullying

If necessary and appropriate police will be consulted

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

An attempt will be made to help the bully change their behaviour.

Use the supervision process to formally record bullying behaviour and agree a plan of action to stop it.

Clearly spell out the potential disciplinary action which could be taken in the event of appropriate corrective action not being followed by a person who is exhibiting bullying behaviour, or if serious incidents occur.

Refer to the Employee handbook for discipline procedures in serious and / or intransigent cases.

Use the abuse procedure in the case of bullying of a Client

Consider the use of advocacy in the case of a Client bullying a worker, and refer the Client and/or their advocate to the behavioural standards set out in the Clients Handbook and agreement.

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