

# Speaking Up! and Being an Active Bystander

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Growing our  
Great Community



# What We Will Cover:

- Understanding the importance of challenging poor behaviours
- Introducing the "Sexual Harassment: Cut It Out" programme
- Exploring our role in shifting cultural norms
- Defining what it means to be an Active Bystander, and;
- Providing actionable takeaways.



**Takeaway**

# A Culture of Dignity and Respect:

- Promotes a culture of dignity and respect
- Upholds fairness for all staff and patients
- Reinforces NHSGGC's values and expectations
- Sends a message that inappropriate behaviour won't be tolerated, and;
- Encourages personal responsibility and accountability.



# The Price of Silence: A Real-World Example

- **The Problem:** Staff felt unable to raise serious concerns about patient safety for over two years, fearing a lack of support from senior management.
- **The Impact:** The working environment was described as "brutal" and "inhumane."
- **The Result:** A damning report concluded that when staff do not feel valued and respected, "goodwill is eroded," directly impacting morale, well-being and ultimately, patient care.



# When Silence Speaks Loudest (case study):

- A newly qualified doctor witnesses a senior consultant making degrading, sexualised jokes about a nurse during ward rounds.
- The jokes are framed as 'banter' and made in front of junior staff. The nurse laughs nervously but never responds.
- The doctor feels uncomfortable but fears speaking up could jeopardise their training. A peer advises them to stay quiet. Months later, the nurse goes off sick with stress. A complaint is raised, but the doctor regrets not acting sooner.





# Setting New Norms:

- Interrupts harmful patterns of behaviour
- Creates a safer and more respectful workplace
- Sets new, positive norms for all employees
- Encourages others to take action and speak out, and;
- Promotes a culture of accountability and trust.



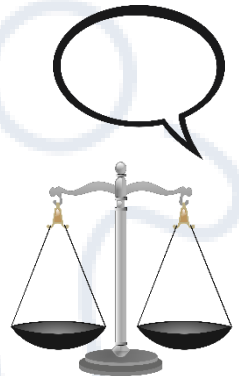
# Sexual Harassment: Cut It Out Programme:

- A key programme focused on combating sexual harassment
- Provides practical tools to identify inappropriate behaviour
- Offers strategies to address and report harassment effectively
- Empowers staff to take action in challenging situations
- Reinforces NHSGGC's commitment to a safe, respectful environment



# Challenging Poor Behaviour

- Inappropriate behaviour has no place in our culture
- We all play a role in shaping a respectful workplace
- Speaking up helps set new boundaries for acceptable behaviour, and;
- Upholds our commitment to fairness and respect for all.





# Shifting Cultural Norms

- Every action taken challenges poor behaviour
- Helps redefine what is culturally acceptable
- Moves boundaries towards a more respectful environment, and;
- Contributes to creating lasting cultural change.



# Your Role as an Active Bystander

- Notice when something isn't right
- Speak up to support others
- Take safe, effective action, and;
- Empower those around you to stand up for what's right.



# Takeaway Message

- Empowerment begins with awareness
- Speak up and challenge poor behaviour
- Stand together for a respectful workplace, and;
- Shape a better environment for all.



# What You Can Do

1. Be aware of what constitutes sexual harassment. You can find out more information on our [Cut It Out Page](#) or by completing our [Sexual Harassment e-learning module](#).
2. Sign-up for our [Active Bystander Training sessions](#), to provide tools and techniques to challenge inappropriate behaviours you or your colleagues experience. If you can't attend one of these sessions, you can find similar information in our Speak Up! [Learn pro-module](#) (search GGC: 330 on Learn Pro).
3. If you are a manager, sign-up for one of our [Sexual Harassment webinars](#) or keep an eye out for our interactive workshops launching soon.
4. Share comms, posters and leaflets about the programme and encourage staff to complete the survey. Contact [ggc.staffexperience@nhs.scot](mailto:ggc.staffexperience@nhs.scot) for materials
5. Have a discussion with your team about what would make it easier for them to raise concerns or issues. The Speak Up resources can help.
6. Invite Staff Experience to your local partnership forums and team meets

# Other Help & Information

1. [Speak up!](#) Campaign
2. Trade Union [Representatives](#)
3. You can also view [EDI and Active Bystander Training – Moving Beyond the Tick Box](#)
4. [Equality Groups](#) - NHSGGC
5. Bullying & Harassment [Confidential Contacts](#)
6. Spiritual Care Services - [Spiritual Care and Chaplaincy Service – NHSGGC](#)
7. Occupational Health Services - [Mental Health and Wellbeing - NHSGGC](#)



**If something isn't right, talk to us.**  
For further information, visit [www.nhsggc.scot/speakup](http://www.nhsggc.scot/speakup)

