

## BULLYING IN THE WORKPLACE

Dear Member,

I hope this e-mail finds you well.

As a Trade Union, GMB deals with many cases of workplace bullying across every sector on a depressingly regular basis. The impact on victims and a wider team can be tremendous and in the worst instances can lead to various health issues and even staff feeling they have no option but to resign from their jobs.

Many unacceptable behaviours are often considered the norm in workplaces, which can disempower individuals from speaking up. Workplace bullying can take many forms and in the first instance it is extremely important that staff know how to recognise workplace bullying when it occurs. Examples can include:

- Setting someone up to fail by being purposely misled about work duties and given incorrect deadlines and unclear instructions.
- Malicious allegations and rumours being spread about individuals, or private information being shared.
- Continued denial of requests for annual leave or TOIL with no reasonable explanation.
- Threats and humiliation including verbal abuse, sometimes in front of colleagues.
- Excessive performance monitoring.

These are just a few examples of the many forms bullying can take at work. This is in addition to more widely known forms of bullying, harassment and discrimination which can be found [here](#). As a trade union it is important that we identify exactly where the issues lie so we can be better placed to deal with them. As such, we frequently survey members to gather exactly this information. Please find a link below to a survey we have put together, tailored for employees of Newham council:

<https://forms.office.com/Pages/ResponsePage.aspx?id=Bu2-fmudXk67ViAZWkPyhuUEN0brQCBPrGI3Jbee0ftUOFcwRENVVIM5OE9MUVBLWIK2TIFYMkUIOS4u>

This is a short survey of 9 questions including a final box for additional comments which should only take a couple of minutes to complete. Please note that question 3 is 'branched' and the answer will dictate which question(s) come next.

We strongly urge all members to fill this out. All responses will remain 100% confidential and no personal information can be gathered or retained in any way.

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[www.gmblondon.org.uk](http://www.gmblondon.org.uk)

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Finally, if anyone is currently suffering workplace bullying, please contact your local branch or reply directly to me so we can provide the appropriate support and advice.

Kind regards,

**John Colquhoun, Regional Organiser**

GMB London Region

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