

UNDERSTANDING WORKPLACE BULLYING, HARASSMENT & INTIMIDATION

WHAT IS IT?

Bullying: Repeated behaviour that is offensive, intimidating, or malicious, undermining confidence and self-worth.

Harassment: Unwanted conduct that violates dignity or creates a hostile environment, often linked to personal characteristics (e.g., race, gender, religion).



Intimidation: The use of threats, coercion, or aggressive behaviour to create fear.

Victimisation: Unfair treatment due to previous complaints or allegations of bullying or discrimination.

HOW IT CAN SHOW UP (SUBTLE PRESENTATIONS)

01

- Teaching by humiliation or excessive criticism.
- Derogatory comments, eye-rolling, or non-verbal dismissal.

02

- Exclusion from key meetings, projects, or decision-making.
- Unrealistic deadlines, excessive workloads, or task allocation designed to ensure failure.

03

- Frequent unwarranted negative feedback without constructive support.
- IMGs and minoritised trainees may experience microaggressions and 'polite' discrimination.

What PGDiTs Can Do - Taking Action

01

Acute Support:

Speak to Someone You Trust for example Educational Supervisor, Wellbeing Lead, or Colleague

- NHS Practitioner Health (Email: prac.health@nhs.net or 0300 030 3300)
- BMA counselling and peer support services, 0330 123 1245 (open 24hrs)
- Doctors in distress ([Contact Us - Doctors in Distress](#))
- Samaritan help line UK 116 123 (open 24 hrs)
- MIND support line 0300 102 1234 (9am -6pm, Monday to Friday)
- Dentists' health support trust 0207 224 4671
- Use Peer Networks: IMG groups.



02

Long-Term Support:

Document Incidents: Keep a record of behaviour, dates, and witnesses

- Support from your employer -
 - Freedom to Speak up Champions,
 - Guardians of Safe Working,
 - Engaging with HR
- Support from the Deanery -
 - counselling through Take time/Workplace Wellbeing (<https://www.yorksandhumberdeanery.nhs.uk/professional-support/counselling-psychological-support>)
 - Coaching (<https://www.yorksandhumberdeanery.nhs.uk/professional-support/coaching>),
 - Professional support (<https://www.yorksandhumberdeanery.nhs.uk/professional-support>)
 - mentoring programmes and local wellbeing resources
- Seek Formal Mediation.



Report Repeated Behaviour: Follow employer policies, GMC procedures, or professional bodies.

