



## Bullying and Harassment Officers

**Bullying** is a sustained form of psychological abuse, where the bully embarks on a course of aggressive and abusive behaviour, with the aim of gradually wearing the employee down so that they feel demeaned and inadequate.

ACAS defines bullying as: **‘offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.’**

**Harassment** is defined by the Citizens Advice Bureau as **‘when someone behaves in a way which offends you or makes you feel distressed or intimidated. This could be abusive comments or jokes, graffiti or insulting gestures. Harassment is a form of discrimination under the Equality Act 2010’.**

The Trust takes bullying and harassment seriously. If you feel that you are experiencing bullying and/or harassment you can contact the Trusts Bullying and Harassment Support Officers. These staff have been trained to provide an opportunity for employees who believe they are being harassed or bullied to talk through the situation with somebody in a confidential setting and receive advice on what options are available to them under the Dignity and Respect at Work policy.

The aim is to provide support so that problems can be addressed at an early stage. The role is to provide support and to advise employees of the options available.

You can access a Bullying and Harassment Support Officer using the details below:

Name	Telephone	E-mail
Darryll Monroe	0773 962 7752	<a href="mailto:darryll.monroe@bdct.nhs.uk">darryll.monroe@bdct.nhs.uk</a>
Sadia Ashiq	01535 661531	<a href="mailto:sadia.ashiq@bdct.nhs.uk">sadia.ashiq@bdct.nhs.uk</a>
Ayesha Aziz	N/A	<a href="mailto:ayesha.aziz@bdct.nhs.uk">ayesha.aziz@bdct.nhs.uk</a>
Adele Mosey	01274 251260 or 07738862240	<a href="mailto:adele.mosey@bdct.nhs.uk">adele.mosey@bdct.nhs.uk</a>
Simon Green	07738 985674	<a href="mailto:simon.green@bdct.nhs.uk">simon.green@bdct.nhs.uk</a>
Wali Nazar	N/A	<a href="mailto:wali.nazar@bdct.nhs.uk">wali.nazar@bdct.nhs.uk</a>
Catherine Jowitt	N/A	<a href="mailto:catherine.jowitt@bdct.nhs.uk">catherine.jowitt@bdct.nhs.uk</a>
Leeroy Golding	N/A	<a href="mailto:leeroy.golding@bdct.nhs.uk">leeroy.golding@bdct.nhs.uk</a>
Ravinder Kullar	N/A	<a href="mailto:ravinder.kullar@bdct.nhs.uk">ravinder.kullar@bdct.nhs.uk</a>
Zafar Iqbal	N/A	<a href="mailto:Zafar.iqbal@bdct.nhs.uk">Zafar.iqbal@bdct.nhs.uk</a>
Mohammed Khan	N/A	<a href="mailto:Mohammed.khan2@bdct.nhs.uk">Mohammed.khan2@bdct.nhs.uk</a>

For more information please contact the Head of Equality [lisa.wright@bdct.nhs.uk](mailto:lisa.wright@bdct.nhs.uk)