



BITE-SIZE LEARNING

BULLYING & HARASSMENT AWARENESS

Bite-sized training sessions: manageable portions of expertise, designed to fit in a lunch hour.

We look forward to joining you for this bite-size learning



What is bite-size learning?

If times are hard, the training budget is one of the first things to feel the squeeze. Yet research shows that those organisations who choose to continue with their learning and development plans out-perform those who do not. Bite-size learning is a great way to keep on top of training efficiently and cost-effectively.

Designed by Dr Lesley Aitchison and Cerulean's team of learning & development specialists, our bite-size learning has a proven record with many organisations including top universities, charities, trusts, corporations, and councils.

Bullying & Harassment Awareness

Research shows that raising awareness helps reduce the incidence of bullying and harassment.

This session identifies the range of behaviours that meet the test for bullying and harassment and suggests practical actions to address it.

Our aim in this session is to begin the journey towards sustainable behavioural and attitudinal change by raising awareness and providing practical strategies.

What do we cover?

- Clarity on what bullying and harassment is – legal definition
- Real-life examples (exploring micro-managing, inappropriate and disproportionate pressure, ridiculing, or dismissive behaviour, micro expressions, and other more subtle signs of bullying)
- Understand the impact of bullying and harassment on individuals and their performance and well-being, as well as on the productivity of a team, department, and the wider organisation
- Implications for mental health and the impact on victims
- Empowering staff to address bullying and harassment when they encounter it and techniques for doing so
- Build trust and confidence by considering how we can hold ourselves accountable for bullying behaviour
- Case studies based on typical scenarios
- Suggestions for dealing with bullying and harassment, plus resources and tools

To find out more about our EDI&B bite-size learning sessions, click [here](#).