



6 STEPS

To Enhance Your Performance & Respect Culture

25%

Discrimination:
25% of UK employees don't feel they have a voice at work. (Ciphr, Employee Engagement Survey, 2023)

44%

Mental Health:
44% of UK employees experienced workplace conflict in the last year (2025 study)

60%

Harassment: 60% of women say they have experienced harassment at work. (TUC polling update referenced in 2023–2024 discussions)

25%

Bullying:
Almost 25% of workers have experienced bullying or harassment at work. (CIPD 2024)

76%

Stress:
76% of UK employees experience moderate to high stress, with workload and work pressures cited as the main cause. (CIPD, Health and Wellbeing at Work Report, 2023)

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ORGANISATIONAL VALUES

60% of people have witnessed or suffered workplace bullying; 52% do not act on it. Ensure respect is enshrined in your values, and that your values are both communicated and universally understood by your people. Your values are universally lived.

CULTURE OF RESPECT

Don't tolerate exceptions to your respect culture. Always call out lapses whenever, wherever, and by whoever.

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REPECT AGENDA

Regularly measure where you are on your respect agenda in a way your people trust and can relate to. Early remedies are usually easier remedies.

EXPECTED BEHAVIOUR

Make sure you can identify any pockets of poor behaviour anywhere in the organisation from the top to the bottom.

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EFFECTIVE COMMUNICATION CHANNELS

Ensure staff can easily raise concerns or problems with the most appropriate person. And to provide psychological safety, offer anonymity where needed.

EMBRACE DIVERSITY

Recognise that different people give feedback in different ways. Make sure you have a choice of available channels and methods to facilitate this.

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About Us

At WorkInConfidence, our mission is to empower organisations to build healthier, safer, more engaged and productive workplaces. Our platform gives every employee a voice within an environment of psychological safety.

 Employee Voice	 Psychological Safety	 Leadership Insights
Creating trusted channels for authentic communication	Building environments where everyone feels safe to speak up	Providing actionable data for informed decision making leading to improved culture and organisational performance.

WorkInConfidence is used across over 100 organisations (c. 200k staff) in the private, public and not for profit sectors. We have a decade of experience delivering a highly secure, easy to use system. WorkInConfidence is registered with the ICO for data protection purposes and is IASME and Cyber Essentials Plus certified.

One Comprehensive Solution Via One Unified Online Platform

 Anonymous Two-Way Speak Up	 Open Case Logging	 Case Management
Removing fear and worry for the nervous or reticent to Speak Up about bullying and harassment, DEI, wellness or ideation.	People who are comfortable with being identified can log cases openly.	All cases (whether received via the platform or directly) can be easily stored, shared, and tracked.

 Clear Central Reporting & Actionable Insights	 Employee Forums	 Surveys
Spot patterns, emerging risks, and identify opportunities for improvement. Provide clear reporting to the Senior Leadership Team, regulators, or the Board.	Enable open discussions to learn and improve.	Gather feedback through pulse, mini or long surveys. Discover and learn from employee viewpoints.

Corporate & Contacts

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