

WORKPLACE BULLYING AND CONFLICT

44%

Nearly half of UK employees experience workplace conflict, including bullying every year.
(ACAS 2025)

HOW BULLYING MANIFESTS ITSELF



Aggression
(active or passive):
Inappropriate
comments /chat/jokes



Exclusion,
marginalising, or side-
lining. Unwarrented
removal of
responsibilities



Role manipulation:
Blaming or
scapegoating,
undermining or
picking on someone



Unrealistic or
unreasonable
expectations, setting
up to fail



Failure to provide
recognition



Unfair or public
criticism

HOW TO CREATE A SAFE & RESPECTFUL CULTURE



Anonymous reporting two-way communication channel:
Ensure staff can easily raise concerns – related to safety or
anything else on your respect agenda.



Employee engagement feedback surveys: See what is
working and what needs development across all areas of
engagement, operations, governance and respect



HR Case Management Reporting: Comprehensive, real-
time reporting is available in the system so you always
know where you are.



Discussion Boards: Crowd source suggestions and ideas
from your teams to enhance your organisation. Create a
buzz around initiatives and improvements.