**Active Bystander Champion Information & Role Description**

***Do you want to work where everyone feels they belong, feels safe to contribute their best and be heard?***

***Do you want to be part of a movement for change where we all support a compassionate, civil and respectful culture that will contribute to improving the health and wellbeing of our staff, patients and all who we support?***

We believe that everyone should feel happy at work but unfortunately, we know from staff surveys that many people endure or observe unacceptable behaviours such as bullying and harassment.

We then want to create a community of workplace Active Bystanders.

We are looking for passionate people who share our vision and want to be part of our cultural movement of change.

If you would like to gain the skills, knowledge and confidence to achieve this in your workplace you should read more about the Active Bystander role below and then get in touch with your Organisational Lead for this exciting and unique initiative.

1. **What is an ‘Active Bystander’?**

An Active Bystander is someone who intervenes early when they observe and identify unacceptable and harmful behaviour being displayed by others. They will de-escalate situations but seek to understand first whilst acting with positive regard.

Active Bystanders work to support change to happen conversation by conversation. This may be in a one-off situation or when unacceptable behaviour has been tolerated because they understand that others might feel uncomfortable or unsure how to challenge this behaviour themselves.

Active Bystanders ‘call people in’ to help to create an inclusive, respectful and psychologically safe culture. They are also role models for the behaviours we want to see.

Importantly an Active Bystander is not someone who is responsible for resolving serious workplace conflicts or replacing the existing organisational people services functions. Instead, they seek to understand more about:

* What drives people to behave the way that they do?
* What external factors can influence how individuals, or groups, respond in certain situations?
* What prevents people from stepping in when there are issues and problems?
* How might someone choose to intervene where it feels safe and appropriate to do so?
1. **How will this programme help you to become an Active Bystander Champion?**

When a member of staff, or patient/person is not being treated in a civil and respectful manner, Active Bystander training will give you the knowledge, confidence and skills to intervene when it is physically and psychologically safe to do so.

The aim of the programme is to further create a network of informed Active Bystanders who can prevent negative behaviours from escalating and who can facilitate learning at an individual and organisational level.

1. **Who can be an Active Bystander?**

Anyone who is passionate about making a difference and being part of our journey to create a great culture where we all feel safe to come to work and be our best selves.

1. **What attributes will an Active Bystander Champion need?**

An Active Bystander Champion has the following or is willing to work towards developing in these areas:

* Role models compassion by having positive intentions and creating a working environment that shows genuine care and concern for others
* Role models inclusive behaviour with the purpose of being able to observe and interpret situations through different cultural lenses
* Has a strong self-awareness about their own values, beliefs and biases and is able to flex and adapt to promote positive behaviours that contribute to an inclusive culture
* Has the ability to connect with colleagues who form the wider Active Bystander Community of Practice, even those who think and work differently, and who may have totally different motivators
* Values individuals:
	+ Treats people as individuals
	+ Treats others with dignity and respect
	+ Shows respect for the ideas and views of others
	+ Recognises the value of different working styles and skills
* An advocate for diversity:
	+ Acts as a role model for ethical, empathic and morally courageous behaviour
	+ Recognises inappropriate behaviour and takes decisive action
	+ Challenges attitudes and behaviours that do not align to our values of equality, diversity and inclusion (EDI)
	+ Constructively questions current practices with equality, diversity and inclusion in mind
	+ Demonstrates awareness and knowledge of equalities and human rights legislation
	+ Ensures others understand acceptable behaviour
* Is willing to confront bad behaviour in situations where social norms push us towards silence or to develop the ability to resist social pressures
* Is willing to role model exemplary inclusive behaviours and practice the competencies gained through training in their day-to-day work environment to actively improve the culture across the Nottingham and Nottinghamshire ICS.
1. **What are the benefits of becoming an Active Bystander Champion?**

***Some of the benefits for you will be:***

* An opportunity for personal and professional development
* An opportunity to grow your confidence and skills to make a positive difference in your workplace
* An opportunity to learn and share your own learning with others
* Joining a community of practice where everyone wants to make change for the better happen

***Some of the benefits for your organisation will be:***

* Active Bystanders intervene before unacceptable behaviours escalate and when it is safe to do so
* An opportunity for positive workplace culture transformation led by individuals and teams
* Growing a network of Active Bystanders who role model civility and respect in the workplace
1. **What is the support and learning requirements for the role?**

Active Bystander Champions will require support from their line manager to be released to attend and participate fully in the training and development programme. Champions will then work in-line with their own organisation’s established policies, procedures and health and wellbeing functions.

The Active Bystander Organisational Lead will engage with the Active Bystander’s sponsor/line manager to ensure they are fully supported in the role.

After employees have expressed their interest in being a Champion, they will complete pre-course reading material, attend 1 day of training, reflect on their learning in their programme workbook, and attend up to 5 virtual action learning sets (lasting 90 minutes each).

**The commitment over 6 months is:**

* An Active Bystander Workshop: 1 day (in-person)
* Action Learning Sets: 90 minutes once a month for up to 5 months (virtual)
* Handbook and self-directed learning: up to 48 hours
* Ad hoc time released to undertake the role as an Active Bystander within their regular role
* Ad hoc time for coffee catchups, celebration events and continuous learning through community of shared practice (including online and virtual updates)
1. **Community of Practice**

The Active Bystander System Lead will support the development of a Community of Practice, and events for sharing learning and celebration of success. The System Lead will also facilitate the opportunity for Active Bystander Champions to access coaching and mentoring.

1. **Programme Evaluation**

As this programme incorporates evaluation all learning will be collated anonymously and then shared with key stakeholders i.e. Integrated Care System leads as well as regional and national leads.