NASPF – Call to Action on Bullying

The National Ambulance Strategic Partnership Forum (NASPF) brings together ambulance employers, trade unions and system stakeholders to look at issues across the NHS Ambulance Services.

The NASPF commits to use its influence to:

- develop positive cultures, led from the top
- recognise bullying and tackle it early and respectfully embed tackling bullying into recruitment, induction, supervision and appraisal conversations
- increase understanding of what constitutes bullying
- enable managers to build skills and management styles to tackle bullying
- encourage better team working focused on achieving goals and overcoming problems
- design jobs that give managers an appropriate number of direct reports and time to manage
- understand the predictors and symptoms of bullying and interrogate data so that action can be taken and monitored

The NASPF will progress the NHS-wide SPF Tackling Bullying in the NHS - A collective call to action through its health and wellbeing strategy specifically aiming to:

- To reduce the incidence of bullying and harassment
- Take recommendations and outputs from the national bullying and harassment work programme from WIG and implement recommendations in Ambulance Trusts
- Produce good practice guide to support local implementation of actions to reduce the incidence of bullying and harassment

The NASPF will invite all ambulance employers and trade unions in to undertake preparatory work to incorporate into its strategy to:

- achieve the overarching leadership and cultural change to tackle bullying in partnership with staff
- support staff to respectfully challenge problem behaviours in the meantime
- publish their plans and progress so staff, patients and the public can hold them to account

Proactive monitoring of organisational data will take place to identify patterns and outliers to help target interventions.

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