

ACTIVE BYSTANDER Programme



Our Positive Impact

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“

‘My humanity is bound up in yours, for we can only be human together’

Desmond Tutu (based on ‘*Ubuntu*’)

”

“

“All that is required for evil to triumph is for good men (and women) to do nothing”

Widely attributed to Edmond Burke

”



OUR COMMITMENT TO EACH OTHER

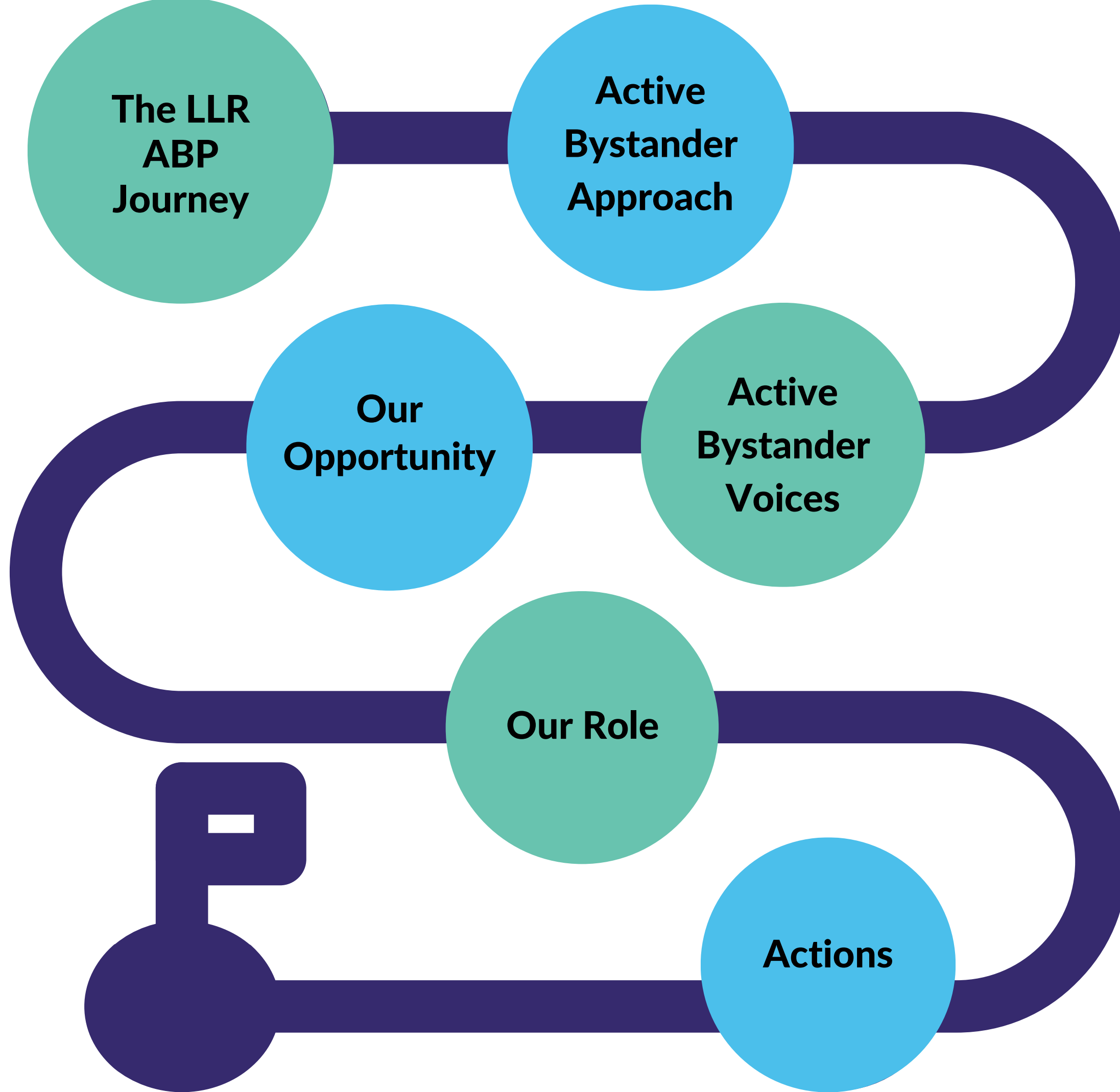
**Today is about us learning together
We ask that you uphold these shared principles**

- Treat each other with civility and respect
- Uphold Confidentiality
- Be Present
- Be Brave and Honest
- Be ready to Learn
- Be comfortable with being uncomfortable
- Make sure you have your needs met
- Have Fun! Enjoy the journey together

Please be aware that we will be talking about sensitive issues and issues that might have affected you or people you care about.

Please do let a facilitator know if you need to access further support and use our signposting offer.





TODAY'S SESSION

LLR'S ACTIVE BYSTANDER JOURNEY

Committed to make LLR a great place to work and care for the communities who draw on our support



What will Your Organisation's Story be?

THE ACTIVE BYSTANDER PROGRAMME APPROACH

1 BOARD/EXECUTIVE DEVELOPMENT

2 LEADERSHIP DEVELOPMENT

3 ACTIVE BYSTANDER CHAMPIONS

4 ACTIVE BYSTANDER AWARENESS

5 TRAIN THE TRAINER

6 EVALUATION



Active Bystanders Speak



Active
Bystander

be a change maker

**Have you ever witnessed or
experienced rudeness at
work?**

What did you do?



The 5 D's Model

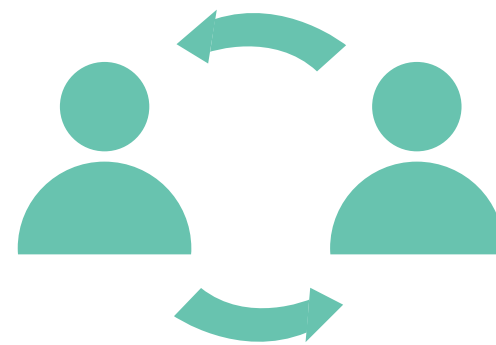
Distract



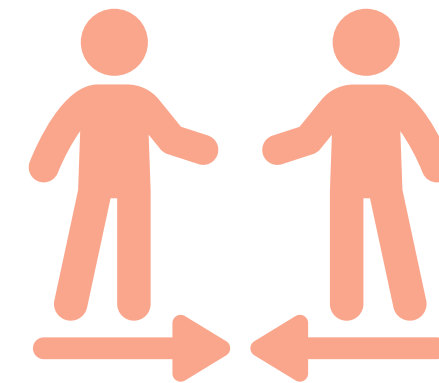
Delay



Delegate



Direct



Document



Based on the work of 'Right to Be', previously 'Hollaback'

OUR OPPORTUNITY



The Organisational Cost



Across all industries, employees' silence costs relationships, creativity, engagement and performance



Source: Reitz & Higgins, BMJ Leader (2021) Speaking truth to power: why leaders cannot hear what they need to hear

Active Bystanders

**Active Bystanders don't just stand by
They make change happen conversation by conversation**

- They feel confident to identify harmful behaviours
- They feel confident to intervene to deescalate situations
- They feel part of a community wanting to effect positive change
- They work together to role model civil and respectful behaviours
- They seek to understand first and act with positive regard for others

**Active Bystanders make a difference by de-escalating situations,
'calling people in' and considering appropriate ways to intervene
when it feels safe to do so**



OUR ROLE





Culture Change starts with courageous conversations



What can we Do?

One Intervention creates ripples. One empowered team creates a culture

What can we do to elevate our everyday practice?



ACTIONS



Tools & Support

Active Bystander Champions Programme

- Active Bystander Workshops (face to face 1 day)
- Action Learning Sets (virtual 1.5 hrs once a month for 3 months)
- Community of Practice - monthly coffee catch ups, annual celebration event

Further Support and Development

- Line manager support - line manager webinars (and Leadership Development)
- Internal Sponsor Support
 - e.g. ICB ABP Champions - peer support and Teams channel
- Career Development - access to 6 coaching sessions NHSE Midlands Leadership Academy
- Mental Health support signposting



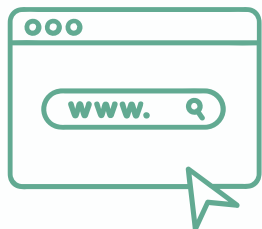
ANY QUESTIONS?



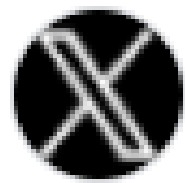
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#LLRMoralRebels