



BULLYING AND HARASSMENT

Risk Assessment

PROBABILITY OF NEGATIVE EVENT	SEVERITY OF OUTCOME		
	Slightly Harmful	Harmful	Very Harmful
Unlikely	Trivial Risk	Acceptable Risk	Moderate Risk
Likely	Acceptable Risk	Moderate Risk	Substantial Risk
Very Likely	Moderate Risk	Substantial Risk	Intolerable Risk

Descriptive Risk Rating	Interpretation
Moderate Risk	Moderate Risk is adequately controlled but further more stringent controls may be applied. Work can continue but corrective actions may need to be considered and a plan to implement them should be drawn up.

What Are The Hazards?

- Staff and management being bullied by customers and other members of staff.
- "Repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work and/ or in the course of employment, which could reasonably be regarded as undermining the individual's right to dignity at work." - Health and Safety Authority

Who Might be Harmed and How?	Staff and Management may suffer adverse psychological affects as a result.
What can we do about it?	<ul style="list-style-type: none"> - Anti-bullying Policy. - Support for Staff. - Training for managers - Staff Training.
What Should an Employee do?	The employee are prohibited from engaging in bullying behaviour as defined above and anyone suspected of bullying will be subject to the disciplinary procedure.