

# The BIGGER PICTURE

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Stay Safe, British Values, Equality, Diversity and Prevent

## Workplace Banter

Many small-business owners, especially those with traditionally single-gender workforces, may have a hard time telling the difference between regular workplace banter and verbal harassment.

When people work together long enough, they may form a bond of friendship that allows playful banter to be exchanged between them.

The difference between verbal harassment and normal workplace banter arises when the comments are of a sexual nature or discussions about sexual acts, speculation on an employee's sexual orientation, religion etc. become personal.

## The UK, EU and Brexit

In June 2016 the majority of the UK population voted to leave the European Union. Whether this is a good or bad thing only time will tell. So who are we parting company with?

Currently European Union member states are:

Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, The Republic of Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, The Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, The United Kingdom.

**Q.** What are your or your employers views on Brexit? Are they positive or negative?

## Safer Travelling

Your employer and you are responsible for your safety whilst at work. You will be provided with PPE and instructions which you need to follow to remain safe.

But what about when you are not at work? For instance, how will you get to work or college. Will you walk, cycle or get a lift?

Here are some aspects of personal safety you may wish to think about away from the workplace:

- If walking to work, have you considered a safe route rather than the dodgy shortcut because it's quicker?
- Find out if anyone else walks, they may be glad of the company as well
- Is street lighting good on your route? It is essential on dark mornings and evenings?
- Do you have important or emergency contact numbers on quick dial in your mobile?
- If you cycle are you 'road aware' particularly of some poor driving habits by HGVs and other road users.

**What about going out at night?** Have you made proper arrangements for getting back home? Are you relying on a mate who may have had too much to drink and be over the limit for driving?

- When you go out at night does anyone know where you are going or when you plan to be back?
- Where would you seek help if you were being bullied or victimised outside of work, say in a club or pub?

### Book a taxi

- The only way to know your minicab is safe is to book it directly with the minicab company via phone, app, online or in person
- It guarantees that your trip will be carried out by a licensed, insured driver in a licensed, insured vehicle
- It also means that a record is kept of your journey, your driver and the vehicle used, so in the event of any problems the driver can be traced
- Do not take an unbooked cab regardless of how genuine they appear.

**Q:** What would you do if you felt someone was following you on your way home from work?