

Bullying, Harassment, Discrimination and/or Victimisation policy and procedure – Appendix 7

Support

1.0 Internal Support Officers

Internal Support Officers are available to be contacted in addition to, or instead of, your Line Manager or the other internal supporters/advisers available to you.

All Support Officers have received appropriate skills training and are fully briefed on this policy.

They are available as an impartial, confidential supporter to you and can assist you in interpreting the Councils Bullying, Harassment, Discrimination and/or Victimisation Policy and its associated support options.

Trained Support Officers

This section has been intentionally anonymised for the purpose of public circulation.

2.0 Mental Health First Aiders

This section has been intentionally anonymised for the purpose of public circulation.

2.0 External Support Services

Optima Health Confidential Counselling Service

Optima Health

Previously known as NOSS counselling service, offers staff a confidential and independent counselling service.

Telephone 01978 780479 (Answerphone)

Email therapyservices@optimahealth.co.uk,

Website www.optimahealth.co.uk .



National Bullying Helpline

If you are struggling with bullying, harassment, cyberbullying or anti-social behaviour issues, www.nationalbullyinghelpline.co.uk offers information and resources to help enable you to identify solutions and remedies along with practical help.

Helpline: 03003230169

Open from 9 am to 5pm Monday to Friday.

MIND

Support minds offering help whenever you might need it through their information, advice and local services.

www.mind.org.uk

Mind Infoline 0300 123 3393

RELATE

The largest provider of relationship support in England Wales RELATE www.relate.org.uk/about-relate offers a wider range of services including self help resources and a self help relationship audit to help users evaluate, understand and strengthen their personal and professional relationships.

Including articles such as www.relate.org.uk/get-help/gaslighting to help you understand more about Gaslighting