



2<sup>nd</sup> October 2018

## **Joint Statement on Dignity at Work**

We are delighted to confirm that following collaborative negotiations between Post Office, CWU and Unite, we have reached a collective agreement to introduce a new Dignity at Work Policy, which will replace the Post Office Bullying and Harassment Policy.

We believe there is no place for any form of discrimination, bullying, harassment, or victimisation at Post Office. Such behaviour is contrary to our core values and we want to create and nurture a culture where unacceptable behaviour is swiftly challenged and addressed, therefore, we are committed to working together to ensure that Post Office is a safe space for all, where everyone feels valued and treated with dignity, courtesy and respect.

The aims of the Dignity at Work Policy are to:

- Support and sustain a positive working environment for all employees, free from any form of inappropriate or unacceptable behaviour.
- Increase the awareness of what is unacceptable behaviour.
- Increase awareness that any form of discrimination, bullying, harassment and victimisation is unacceptable.
- To highlight the options available to employees who feel they are or have been subject to discrimination, bullying, harassment or victimisation.
- Provide a mechanism for complaints to be properly investigated and addressed

Earlier this year, we launched our anonymous 'Speak Out' line (0800 048 4531), which we hoped that any employee who needed to, might use in order to get the support they need. We also launched a Dignity at Work for Managers e-learning module on [SuccessFactors](#), specifically designed to equip managers to discourage harassment and bullying and be confident in supporting employees if they experience such treatment and are considering making a complaint.

To support in embedding our new approach across the business we have worked together to:-

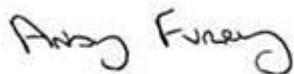
- Create a comprehensive manager and employee toolkit to accompany the new policy and procedure.
- Design posters to be displayed in branch, depots and offices to clearly communicate that Post Office does not tolerate any form of discrimination, bullying, harassment or victimisation.
- Design an employee Dignity at Work Team Talk with our colleagues in Learning and Development, which will be rolled out over the next few months.

Together we are developing further ways to support our Dignity at Work agenda including further management training in dignity at work, mediation and appeals. Additionally, following the launch of the Dignity at Work agreement on 2 October, we are planning a joint review of the effectiveness of the agreed approach after 6 months. This review will be informed by a sharing of relevant information and statistics arising from the application of the agreement.

Post Office, CWU and Unite all agree that the introduction of a new Dignity at Work policy, accompanied with supporting resources and training is really positive news. We hope you'll seize all learning opportunities to strengthen your understanding of your responsibilities and join us in making Post Office an even better place to work.



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