

Friday 14 October 2022

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**Banter, Bullying, Behaviours, Choices, and Consequences – Staff Equalities Network** According to a recent report, the number of U.K. employment court cases concerning the use of “banter” in the workplace rose 45% in the last year. And the number of employment tribunals—court cases in the U.K. involving employees and employers—related to ‘banter’ went from 67 in 2020 to 97 in 2021.

What’s going on, why is so called ‘banter’ causing such an issue, and what can we do about it? The Staff Equalities Network will be running a session next Wednesday (19 October), between 2-3pm, with Gerry Cavanagh, Organisation Development Consultant, NHS Lothian, to answer these questions. It will provide a practical resource and helpful insight for people who manage or supervise staff, and who may need to intervene and challenge behaviour, regardless of the intent behind it. This session would also be of interest for anyone who wants to be able to recognise and call out inappropriate behaviours when they see it.

If you would like to join us, contact [gram.staffequalities@nhs.scot](mailto:gram.staffequalities@nhs.scot) for the link

**That was the week that was** Here’s our rundown of some of the key items shared in the brief this week; [all briefs are available to view online here](#):

Monday 10 – World Mental Health Day, Board Meeting report, top tips for data security.

Tuesday 11 – Bereavement care and Baby Loss Awareness Week, relaunching End PJ Paralysis, launch of national conversation for new dementia strategy.

Wednesday 12 – Fraud warning, new dates for Evaluation Clinics.

Thursday 13 – Look ahead to International Infection Prevention Week, survey on Scottish healthcare innovation, Bike Doctor coming to Dr Gray’s Hospital.

**STAR Award** Huge congratulations to Carol McDougall, Lead Alcohol Liaison Nurse, who received a STAR Award this week. The award recognises for her input, leadership, and relentless efforts to grow the Drug and Alcohol team. You can nominate a colleague or team by [filling in the online form](#) or by emailing their details to [gram.staffthanksandrecognition@nhs.scot](mailto:gram.staffthanksandrecognition@nhs.scot)

**Tune of the day** Thanks to Viv Anderson, a Medical Secretary at RACH, for today’s request. She’s off to see Robbie Williams in Glasgow next week, but her choice of song also reflects the imminent school holidays and the inevitable cries of ‘I’m bored...’. [Let Me Entertain You](#) is our tune of the day.

If you’re heading off on leave for the school break, enjoy! For everyone else, have a good weekend, and the brief will return on Monday (EP).

If you want to request a tune, follow up on items included in this brief, or suggest an item for sharing, drop us an email via [gram.communications@nhs.scot](mailto:gram.communications@nhs.scot)