

Peak Accountancy Training

Safeguarding Newsletter | March 2022 | Issue 17



Introduction

Welcome to this month safeguarding news.

This month's articles include useful advice to consider if you are thinking about hosting Ukrainian refugees. We all want to do our bit to help as the horrors of the situation still continue, we felt it was important to think about the safeguarding concerns to consider for all parties.

The second article concerns workplace bullying. Many years ago, when I used to work in a fairly large organisation as a management accountant, the IT Director was actually feared in the office! Folklore had it that he used to keep a piece of carpet in his cupboard and if he wanted to reprimand his staff, he would belittle them by making them stand on this piece of carpet. It may have been a bit of folklore, but his management style gave rise to such stories. His approach was to bully and shout to get what he wanted. Most definitely not an approach which will motivate staff or ensure staff commit to the organisation. His approach was from an era that should be long since buried. But there are still too many examples of similar behaviour happening today.

I hope you find the articles interesting. Please remember if you have any safeguarding issues you want to discuss in confidence, we are always here to help or just be that person to talk to, to get something off your chest.

Stay Safe



In this month's newsletter:

Article 1 – Thinking of hosting Ukrainian refugees

Article 2 – Bullying

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Article 1 – Thinking about hosting Ukrainian Refugees?

There has been a lot in the news about Ukrainians fleeing the bombing of their country. The harrowing sights as people try to board trains and the sight of the bombed-out vehicles makes us all want to help as much as we can.

As a company, Peak have given a donation to the DEC (Disasters and Emergency Committee).

Many communities are trying inventive ways to make a difference. Indeed, here in Bollington (where the Peak admin office is based) a group have gotten together and found a house which will become available for a family and are now looking for items to furnish it with. Check out your local social media to see how you can get involved in similar schemes.



If you are considering being a host to a family, there are some things you should consider, and we have put some of these points below. We are very privileged in many ways in this country especially when we compare our lives to those in the Ukraine at the moment, and like us, we are sure everybody feels a little powerless and are looking for ways in which we can contribute to ease the suffering.

In no way, do we want to dissuade anyone from hosting Ukrainian refugees, we just want to ensure that if anyone is considering hosting, they have thought about all aspects of it, the practicalities, and how it might affect the refugees and themselves.

Things to think about and check

1. *Does hosting refugees affect my letting or mortgage agreements?*
Talk to your Landlord or mortgage company to find out.
2. *Will this affect my insurance premium?*
Again, talk to your insurance provider to find out if they are happy with your existing arrangement. Do not be surprised if they are not happy or change your premium. If your premium does increase, make a note, and make sure you have the evidence. The GOV.UK site says that there should not be any out of hand costs for the hosts of refugees. Follow this link to find out more information: [Homes for Ukraine – Local Sponsorship Scheme for Ukraine \(campaign.gov.uk\)](https://www.gov.uk/guidance/homes-for-ukraine-local-sponsorship-scheme)
3. *Who am I willing to host?*
This may sound shallow in the current climate, but they will be people entering your home and could stay for many months. If you have children, then a family with children may be a good match if the children are of a similar age. If you have experience of caring, then you may consider a family with additional care needs.
4. *How much space am I willing to give?*
Now this has many aspects to it: If you have a spare room - great, but do you have enough living space, kitchen space etc.? Do you need to work from home and how would a family living with you impact on your work?

So, why have we included this in Safeguarding News? Considering how, and what you do, and how it impacts yourself and others is a safeguarding concern. Your life will change as much as the people you host.

Use these links to look further into this issue.

<https://www.unhcr.org/protecting-refugees-in-the-united-kingdom.html>

<https://www.bbc.co.uk/news/60735121>

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Article 2 – Bullying. What does it look like to you?

Bullying can have many different forms, from the outright offensive and insensitive behaviour of a person or people against an individual or a group, or it can be more subtle as in a coercive relationship.

The NHS website lists these as examples of workplace bullying:

- excluding and ignoring people and their contribution
- overloading people with work
- spreading malicious rumours
- unfair treatment
- picking on or regularly undermining someone
- denying someone's training or promotion opportunities



We never fully understand another person, or the way they may react to a comment or exclusion. They may be feeling vulnerable due to circumstances at work, moved by things in the news, events or anniversaries in their private life or people who think differently to us. What we say or do, even if that is not the intention, can trigger something in a person's life that may make them react negatively and feel victimised. So, we all need to tread sensitively and try to be aware, without being intrusive, to the people we interact with regularly.

Prevention

That old adage that prevention is better than a cure. Make your workplace a place where you feel included and inclusive. Have open and honest discussions around issues that people may lead to people feeling victimised (racism, sexism, homophobia, disability, looks...).

Make the workplace somewhere that calling someone out on saying something offensive isn't an issue. If it does become an issue, report it.

Be clear with your personal boundaries and expectations, remembering that work is a professional place however relaxed it may seem. We are employed to do a job.

Talk to your managers and see if it is possible for there to be some workplace training put in place to address, or prevent, an issue from occurring.

Get educated. For example, this month is see's World Autism Day on April 2nd. Could it be that someone isn't capable of seeing things through your eyes? Could you educate yourself to understand them better?

How do you resolve issues if you feel you are being bullied at work?

Talk to the person. Most of the time people don't realise that their behaviour or language is causing any problem and would be upset to know that it has had a negative impact on someone. Of course, there will always be people who just don't, or want to, understand that offence has occurred.

If talking to them doesn't work, talk to yours, or their line Manager.

If you feel you aren't heard, then follow the line of management upwards or talk to your HR department.

Talk to colleagues. They may very well have witnessed some of what you have been upset by and could help you to report it if necessary.

Let's not allow a culture of abuse to exist in our workplaces. Cultural change only happens if we stand up to the perceived norm and voice our opinion. Fear to do the right thing should never hold us back.

Want to know more? Follow these links:

<https://www.nhs.uk/mental-health/advice-for-life-situations-and-events/support-for-workplace-bullying/>

<https://ben.org.uk/how-we-help/for->

[me/bullying/?gclid=EAlalQobChMIInbTgkuPZ9gIvEJftCh3n8ALbEAYASAAAEgLQNfD_BwE](https://ben.org.uk/how-we-help/for-me/bullying/?gclid=EAlalQobChMIInbTgkuPZ9gIvEJftCh3n8ALbEAYASAAAEgLQNfD_BwE)

[Information and advice about all forms of bullying \(nationalbullyinghelpline.co.uk\)](https://nationalbullyinghelpline.co.uk)

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Other contacts:

Samaritans	Phone: 116 123 Website: www.samaritans.org
MIND (Mental Health)	Phone: 0300 123 3393 Text: 86463 Website: www.mind.org.uk
NHS (Urgent medical conditions)	Phone: 111
Emergency (Police, Fire, Ambulance)	Phone: 999
PREVENT (Suspicious activity, terrorism, radicalization)	Phone: 0800 789 321
RUN. HIDE. TELL. (Although terrorist attacks are very rare, we are not complacent about keeping you safe)	Website: www.npcc.police.uk/staysafe