



Equality and Diversity UK  
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# Bystander Intervention Training



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# Overview



- The right training can provide people with the knowledge and tools to handle uncomfortable situations, protecting others and contributing to a positive work environment.
- Bystander intervention training is one of the most effective ways to empower employees to address and prevent harassment and discrimination in the workplace. With the right knowledge, tools and motivation, bystanders can intervene and stop inappropriate behaviour before it rises to the level of unlawful harassment.
- The Bystander Effect is a term social psychologists use for the tendency of individuals to feel less responsible to help or act when they are in a group.
- There are many reasons why people choose not to get involved when they witness a threatening or uncomfortable situation, especially when there are others present. Some people just don't want to get involved, or they look to others to step in, or they fear becoming a target themselves if they say something.
- In the workplace, being a passive Bystander to sexual harassment, racism, transphobia, and other abusive conduct can perpetuate a toxic working environment that can negatively affect many people beyond the direct targets.



# Aims



This course aims to:

- Defines the concept and benefits of bystander intervention
- Depict different types of discrimination and harassment bystanders may witness
- Demonstrate how a bystander can support targets of discrimination and harassment and help prevent future incidents
- Explore effective approaches for bystander intervention, such as disrupting, supporting confronting and reporting
- Explain the importance of exercising good judgment in choosing how and when to respond



# Outcomes



By the end of the training delegates will:

- feel confident to act when they witness harassing and discriminating behaviour.
- feel confident and understand how to intervene, especially in uncomfortable work situations.
- have a deeper understanding of how bystander intervention can protect targets of discrimination and harassment, discourage harassing behaviour and help prevent future incidents.
- feel a “sense of collective responsibility and be empowered to be active bystanders in preventing discrimination, harassment, and victimisation.



# Content

The training will include:

- What is a Bystander?
- The Bystander Effect
- How to identify harassing behaviour
- Recognising subtle acts of bias and discrimination
- Safe strategies for de-escalation: Direct, Delegate, Distract and Follow-up
- Impact of active bystanders
- How to speak up and act



# Delivery

- The course is delivered via Zoom.
- 2½ hrs session
- Delegates will receive a certificate on successful completion



This course is provided as an in-house course. We tailor the programme to suit the precise needs of your organisation. To contact our team about your requirements, please

call 0161 763 4783, or

email us at [info@equalityanddiversity.co.uk](mailto:info@equalityanddiversity.co.uk), or

complete our pre-course questionnaire:

<https://www.surveymonkey.co.uk/r/educ-pre-course-questionnaire>



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