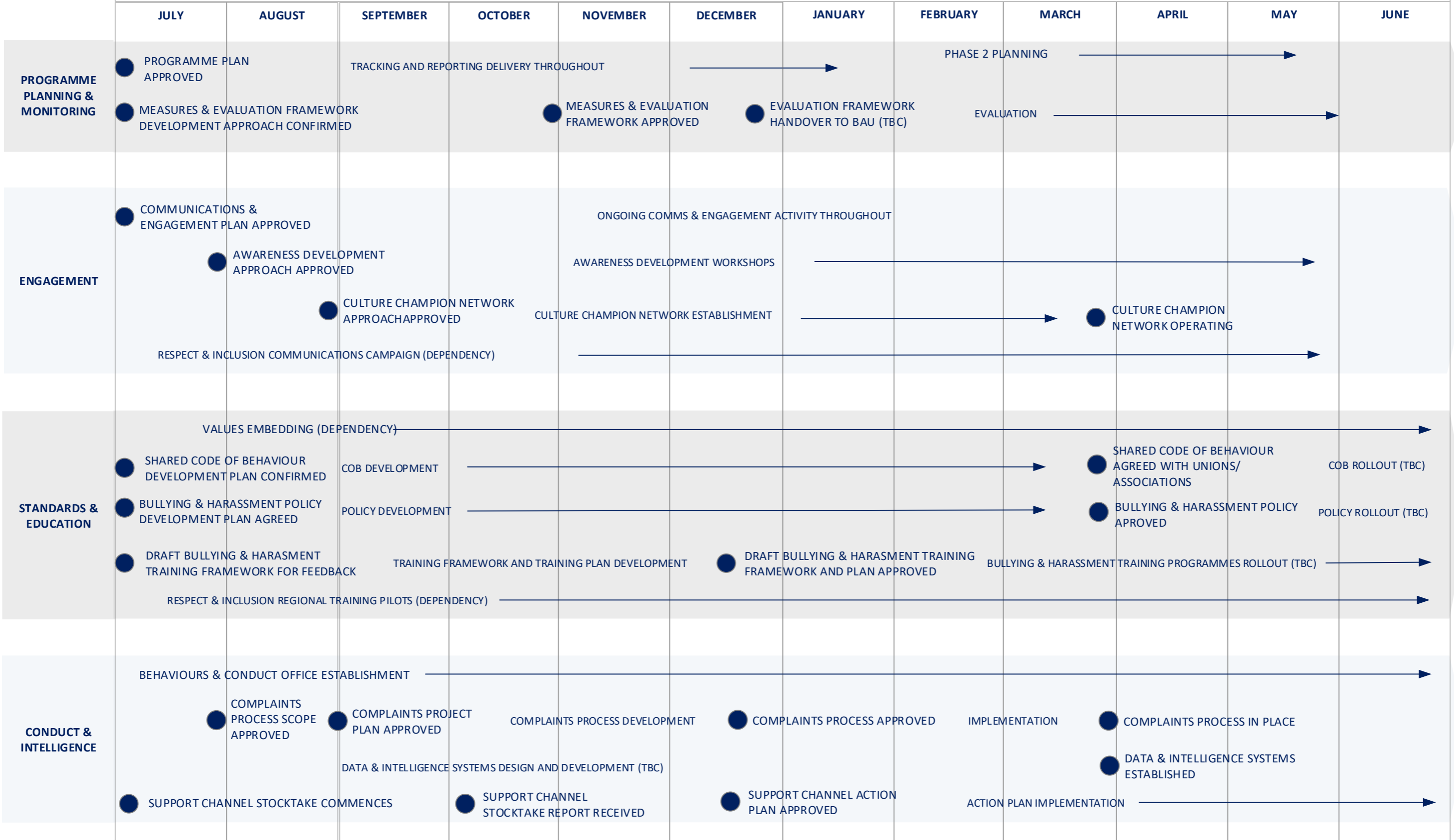


PHASE 1 2019/2020 - DEVELOPMENT

Programme initiatives in development. Recognition of the presence of bullying and harassment at FENZ and awareness of its impacts to our people emerging through the organisation. Leadership accountability and capability to address unwanted workplace behaviour emerging. Developing training and support for addressing unwanted workplace behaviour. Improvements to complaints processes and data collection emerging.



PHASE 2 2020/2021 - IMPLEMENTATION & EMBEDDING

Implementation and embedding of Programme initiatives. Acceptance of the presence of bullying and harassment at FENZ, and increase in willingness to change. Leadership capability to address unwanted workplace behaviour developing, not yet consistent across organisation. Barriers to raising an issue decreasing. Trust in processes and resolution increasing. Complaints data captured and reported.

	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
PROGRAMME PLANNING & MONITORING		TRACKING AND REPORTING DELIVERY THROUGHOUT										
		EVALUATION										
ENGAGEMENT		ONGOING COMMS & ENGAGEMENT ACTIVITY THROUGHOUT										
		CULTURE CHAMPION NETWORK ACTIVE										
STANDARDS & EDUCATION		COB ROLLOUT (TBC)		}	INTEGRATION INTO ORG/BAU FRAMEWORKS							
		POLICY ROLLOUT (TBC)										
		BULLYING & HARASSMENT TRAINING PROGRAMMES ROLLOUT (TBC)									INTEGRATION INTO ORG/BAU FRAMEWORKS	
CONDUCT & INTELLIGENCE		BEHAVIOURS & CONDUCT OFFICE OPERATIONAL										
		COMPLAINTS PROCESS OPERATIONAL										
		DATA & INTELLIGENCE SYSTEMS OPERATIONAL (TBC)										

PHASE 3 2021/2022 - HANDOVER AND REVIEW

Programme initiatives embedded and integrated with organisational frameworks. Willingness to change visible and actioned. Leadership capability to address unwanted workplace behaviour increased and applied consistently. Issues of unwanted workplace behaviour are being raised and resolved early. Complaints processes running consistently across the organisation. Complaints data used to inform early intervention and continuous improvement.

	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
BUSINESS AS USUAL		PROGRAMME DELIVERABLES EMBEDDED										
		EVALUATION										
		GROWING POSITIVE WORKPLACE CULTURE										

FUTURE YEARS – HIGHLY DEVELOPED

Programme initiatives are embedded at all levels and regions across the organisation. Leadership accountability and capability is embedded, reward, and recognised. Our people are appropriately trained, skilled, and confident when dealing with unwanted workplace behaviour.