

Assessment of our Organisation Against the Seven Standards

How are we doing?

What do we do well?

Areas for development

Leadership

Senior leaders understand their obligations and have up-to-date knowledge about relevant unlawful conduct.

Senior leaders take responsibility for ensuring that appropriate measures for preventing and responding to relevant unlawful conduct are developed, recorded in writing, communicated to workers and implemented. Senior leaders regularly review the effectiveness of these measures and update workers.

Senior leaders are visible in their commitment to safe, respectful and inclusive workplaces and set clear expectations and role model respectful behaviour.

1 2 3 4 5

Culture

Our culture is safe, respectful and inclusive and values diversity and gender equality. Our culture empowers workers (including leaders and managers) to report relevant unlawful conduct, minimises harm and holds people accountable for their actions.

1 2 3 4 5

Knowledge

We have developed, communicated and implemented a policy regarding unlawful behaviour and conduct.

We support workers (including leaders and managers) to engage in safe, respectful and inclusive behaviour through education on:

- expected standards of behaviour
- identifying behaviours that don't meet expected standards and the consequences for engaging in such conduct
- their rights and responsibilities in relation to safe, respectful and inclusive workplaces

1 2 3 4 5

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Risk Management

We recognise that relevant unlawful conduct is an equality risk and a health and safety risk. We take a risk-based approach to prevention and response.

1 2 3 4 5

Support

We ensure that appropriate support is available to workers (including leaders and managers) who experience or witness relevant unlawful or unsafe conduct.

Workers are informed about the available support, and can access the support, regardless of whether they report the conduct.

1 2 3 4 5

Reporting and response

We ensure that appropriate options for reporting and responding to relevant unlawful conduct are provided and regularly communicated to workers and other impacted people.

Responses to reports of relevant unlawful conduct are consistent and timely. They minimise harm to, and victimisation of, people involved.

Consequences are consistent and proportionate.

1 2 3 4 5

Monitoring, evaluation and transparency

We collect appropriate data to understand the nature and extent of relevant conduct concerning our workforce.

We use the data we collect to regularly assess and improve the work culture, as well as to develop measures for preventing and responding to relevant conduct.

We are transparent about the nature and extent of reported behaviours that could constitute relevant unlawful conduct concerning their workers and actions taken to address it.

1 2 3 4 5

Psychosocial Hazard Risk Assessment

Likelihood	Consequences	Risk Score
Not possible	Insignificant	Low
Unlikely	Minor	Medium Low
Possible	Moderate	Medium
Likely	Major	Medium High
Certain	Significant	High

Please note: This worksheet does not set out a comprehensive list of all commonly recognised psychosocial hazards.

Risk area	Hazard / Risk	Likelihood	Consequences	Risk score	Controls to eliminate or minimise risk
	<i>Conflict or poor working relationships</i>				
	<i>Poor procedural and organisational justice</i>				
	<i>Poor organisational change and consultation</i>				
	<i>Exposure to traumatic events</i>				
	<i>Remote or isolated work</i>				