



Improving lives **together**  
Norfolk and Waveney Integrated Care System

# Stop the abuse

**Dr. Smirl**  
Clinical  
Director  
& GP

NHS Norfolk and  
Waveney Integrated  
Care Board

**We will not tolerate violence,  
abuse, harassment, or the  
discrimination of our staff from  
patients, service users and  
their relatives.**

It's only thanks to our world class, global workforce that we can deliver exceptional care and joined up support to all our patients and service users.



For more information visit:  
[www.improvinglivesnw.org.uk/antibullying](http://www.improvinglivesnw.org.uk/antibullying)