

Anti Bullying and Harassment Policy 2025

Gregson Green Charity which includes Gregson Lane Community Centre is committed to encouraging good relations, and not use words or deeds that may harm the wellbeing of others. Therefore, this policy applies to all Trustees, volunteers, hirers, contractors or outside agencies in any dealings with the charity and its functions

Everyone has the right to be treated with consideration, fairness, dignity and respect. and this contributes to an environment in which individuals feel safe to participate and to work or volunteer.

Gregson Green will not tolerate bullying, harassment or discrimination in any form. It recognises there is a legal responsibility to prevent harassment related to age, disability, gender reassignment, race (including colour, nationality and ethnic or national origins), religion or belief, sex and/or sexual orientation.

Any bullying, harassment, discrimination or intimidating behaviour could render the individual personally liable. Individuals who commit serious acts of harassment may also be guilty of a criminal offence. The Trustees and Steering group members will take seriously and investigate any allegations of bullying or harassment.

Why we have a policy

- To create a climate in which all types of bullying and harassment are regarded as unacceptable
- To promote an environment free from threat, harassment and any type of bullying behaviour
- To take positive action to prevent bullying and harassment from occurring
- To show commitment to overcome bullying and harassment by practising zero tolerance
- To ensure staff and volunteers can work in a respectful environment

Definition of harassment and bullying

Harassment and bullying can be summarised as any behaviour that is unwanted by the person to whom it is directed. It is the impact of the behaviour rather than the intent of the perpetrator that determines whether harassment or bullying has occurred.

Harassment may be defined as any conduct which is:

- Unwanted by the recipient
- Is considered objectionable
- Causes humiliation, offence, distress or other detrimental effect

Harassment may be an isolated incident or repetitive; or occur against one or more individuals. Harassment may be, but is not limited to:

- Physical contact – ranging from touching to serious assault, gestures, intimidation, aggressive behaviour
- Verbal – unwelcome remarks, suggestions and propositions, malicious gossip, jokes and banter, offensive language
- Non-verbal – offensive literature or pictures, graffiti and computer imagery, isolation and exclusion from social activities

Bullying is unlikely to be a single or isolated instance. It is usually, but not exclusively repeated and persistent behaviour which includes:

- Conduct which is intimidating, physically abusive or threatening
- Conduct which denigrates, ridicules or humiliates an individual, especially in front of others
- Conduct which is malicious or insulting
- Targeting on one person when there is a common problem
- Shouting at an individual to get things done

What to do if you think you are being harassed or bullied

Please report any concerns regarding bullying or harassment to the Chair or a Trustee

What will the charity do?

- Treat all incidents fairly, sensitively and in the strictest confidence
- Listen to all parties involved in the incident
- Investigate as fully as possible
- Take appropriate action. This may involve asking people to leave the premises and preventing future bookings or attendance at the hall for a fixed period of time or indefinitely
- Record all incidents of bullying
- Promote the use of strategies which challenge bullying behaviour
- **This policy has been approved for issue by the Steering group of Gregson Green Charity.**

Policy dated: 23/01/2025 (V1)

Policy review date: 28/02/2026

