



Slapton Village Hall

Registered Charity: 300968

Anti-Bullying and Harassment Policy

Purpose

This policy defines how Slapton Village Hall (SVH) will foster and maintain a culture of respect and dignity and will be pro-active in addressing instances of bullying or harassment. Our values of integrity, care and co-operation guide our actions and interactions.

Scope

This policy applies to anyone who uses the hall - the Trustees of SVH, volunteers, hall users, visitors, contractors. It applies to all adults and to children who would be considered old enough to understand the concepts. The youngest children would understand this as "being kind, saying kind words".

Definition

Bullying and harassment can take many forms. It can happen between individuals or groups. It may be an isolated incident but more often than not is a culmination of a number of incidents.

Bullying is offensive, intimidating, malicious or insulting behaviour. An abuse, or misuse of power through means that undermine, humiliate, denigrate, or injure the recipient. It is destructive and results in the recipient feeling powerless, threatened, or compromised. Forms of bullying are:

- Verbal: shouting, swearing, abuse, malicious gossip, victimisation, overbearing or demanding treatment, frequent and unwanted criticism, public reprimand, humiliation, belittling or psychological threats
- Non-verbal: excluding, ignoring, setting impossible objectives, unreasonable allocation of tasks, deliberate or wrongful blame, withholding information or training
- Physical: striking, hitting, pushing, jostling, prodding, practical jokes or initiations, pulling the person or pulling them by their clothing, damaging or stealing personal possessions.

Harassment is "unwanted conduct that has the purpose or effect of violating people's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment." (Equality Act 2010). "Harassment may be conduct based on protected characteristics. It can take many forms verbal, written, ignoring or subjugating colleagues to unwanted attention, ridiculing or humiliating colleagues in front of others, mocking, mimicking, belittling a person."

Sexual harassment is unwanted conduct which has the effect of violating the dignity of another person or creating an environment which is hostile, humiliating, degrading, intimidating or offensive towards them. This behaviour can be considered sexual harassment even if the alleged harasser didn't mean for it to be. Such behaviour may be a criminal offence. Sexual harassment: written or verbal comments, pornographic or explicit images, unwanted and non-consensual physical contact or touching, suggestive behaviour, assault. Racial harassment is behaviour which relates to a person's skin colour, race, religion, nationality, dress, culture or customs. It can take the form of