



# Bullying and Harassment

## Policy

Everyone will be treated with dignity and respect at Pathhead and District Community Association SCIO (PDCA). Bullying and harassment of any kind are in no-one's interest and will not be tolerated in the premises; this includes bullying or harassment of staff, trustees and members by visitors to the PDCA.

This policy applies to all trustees, members, volunteers, staff users and hirers on and off the premises.

Bullying and harassment will be treated as disciplinary offences. There will be zero tolerance for bullying and harassment. The committee will take action as appropriate against anybody who contravenes this policy.

### What are Bullying and Harassment?

**Harassment**, in general terms is unwanted conduct affecting the dignity of men and women in the workplace, where actions or comments are viewed as demeaning and unacceptable to the recipient.

It may be related to age, gender, race, disability, religion, belief, sexuality, nationality or any personal characteristic of the individual, and may be persistent or an isolated incident.

**Bullying** is offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Bullying or harassment may be by an individual against an individual or involve groups of people. It may be obvious or it may be insidious. It may be face to face or in written communications, electronic (e)mail, phone. Whatever form it takes, it is unwarranted and unwelcome to the individual. It may take place in private or in public.

For further guidance see:

[www.gov.uk/workplace-bullying-and-harassment](http://www.gov.uk/workplace-bullying-and-harassment)

[www.acas.org.uk/media/pdf/l/r/Bullying\\_and\\_harassment\\_employer\\_2010-accessible-version-July-2011.pdf](http://www.acas.org.uk/media/pdf/l/r/Bullying_and_harassment_employer_2010-accessible-version-July-2011.pdf)

Examples of bullying/harassing behaviour include:

- ✓ spreading malicious rumours, or insulting someone by word or behaviour (particularly on the grounds of race, sex, age, disability, sexual orientation and religion or belief);
- ✓ copying memos that are critical about someone to others who do not need to know;
- ✓ ridiculing or demeaning someone - picking on them or setting them up to fail;
- ✓ exclusion or victimisation;
- ✓ unfair treatment;
- ✓ overbearing supervision or other misuse of power or position;
- ✓ unwelcome sexual advances - touching, standing too close, the display of offensive materials;



- ✓ making threats or comments about job security without foundation;
- ✓ deliberately undermining a competent worker by overloading and constant criticism;
- ✓ preventing individuals progressing by intentionally blocking promotion or training opportunities.

Legitimate, constructive and fair criticism of an employee's performance or behaviour at work is not bullying. An occasional raised voice or argument is not bullying.

### Procedures

Complaints of bullying and/or harassment, or information from staff relating to such complaints, will be dealt with fairly and confidentially and sensitively using the general format set out in PDCA's general employment procedures /policy. However bullying or harassment will not be treated as a standard grievance; it is a serious issue and will be treated as such.

Where complaints of bullying or harassment involve your line manager approaches should be made to another appropriate manager.

### Investigation

Complaints will be taken seriously and investigated promptly, objectively and independently. Decisions can then be made as to what action needs to be taken.

### Informal action

If appropriate, the matter will be dealt with informally; sometimes people are not aware that their behaviour is unwelcome and an informal discussion can lead to greater understanding and an agreement that the behaviour will cease.

### Formal action

More serious cases of bullying or harassment will be dealt with by the Board under the organisation's procedures.

Where bullying or harassment amounts to gross misconduct of an employee, dismissal without notice may be appropriate. Where bully or harassment is by a trustee, member or volunteer they may be prevented from continuing membership. Where appropriate they will be reported to the police

### Investigating (see employment policy)

Anyone lodging a complaint will be supported. In all cases allegations will be dealt with in an objective manner. Unfounded allegations will also be investigated in the same manner.

## Procedures

The aim of these procedures is to ensure incidents of bullying and harassment can be recognised and dealt with.



### How can bullying and harassment be recognised?

Behaviour that is considered bullying by one person may be considered firm management by another. Most people will agree on extreme cases of bullying and harassment but it is sometimes the “grey” areas that cause most problems.

Bullying and harassment can often be hard to recognise – they may not be obvious to others and may be insidious. The recipient may think, “perhaps this is normal behaviour for the Group”. They may be anxious that others will consider them weak, or not up to the job, if they find the actions of others intimidating. They may be accused of “overreacting” and worry that they won’t be believed if they do report incidents.

People being bullied or harassed may sometimes appear to overreact to something that seems relatively trivial but which may be the “last straw” following a series of incidents. There is often fear of retribution if they make a complaint. Colleagues may be reluctant to come forward as witnesses, as they too may fear the consequences to themselves. They may be so relieved not to be the target of the bully that they collude with the bully as a way of avoiding attention.

Bullying and harassment makes someone feel anxious and humiliated. Feelings of anger and frustration at being unable to cope may be triggered. Some people may try to retaliate in some way. Others may become frightened and demotivated. Stress, loss of self confidence and self-esteem caused by harassment or bullying can lead to job insecurity, illness, absence from work, and even resignation. Almost always job performance is affected and relations in the workplace suffer.

### Why do we need to take action?

The Community Hall exist for the benefit of users, members and employees

### The legal position

In unresolved cases and Depending on the severity employees volunteers members could take complaints further complaints under laws covering discrimination and harassment.

### Employees

All employees complaints will be dealt with under employment laws and policies

### Health and Safety law

The Health and Safety Executive’s “*Guidance on stress in the workplace*” includes the advice that, “*stress should be treated like any other health hazard*” There is a “*legal duty to take reasonable care to ensure health is not placed at risk through excessive and sustained levels of stress*”.

### Action by the Board

Board only will:-

- deal with complaints from trustees members employees and visitors to the hall
- investigate
- arbitrate where possible

### Standards of Behaviour

Trustees should be clear about the standards of behaviour expected, set a good example in



their own behaviour and ensure that individuals are fully aware of their responsibilities to others.

### Approach

Bullying is a serious issue and must be treated as such. Complaints of bullying and / or harassment, or information from anyone relating to such complaints, must be dealt with fairly and confidentially and sensitively.

### Investigation

Complaints must be taken seriously and investigated promptly and objectively. People do not normally make serious accusations unless they feel seriously aggrieved. The investigation must be seen to be objective and independent. Decisions can then be made as to what action needs to be taken.

### Informal approaches

In some cases it may be possible to rectify matters informally. Sometimes people are unaware that their behaviour is not welcome and an informal discussion can lead to greater understanding and an agreement that the behaviour will cease.

### Serious misconduct

In cases which appear to involve serious misconduct, and there is reason to separate the parties, a short period of exclusion of the alleged bully/harasser may need to be considered while the case is being investigated. The person making the complaint will not be excluded unless they ask for such a move.

When somebody makes an unfounded allegation of bullying and/or harassment for malicious reasons the case should be investigated and dealt with fairly and objectively under the disciplinary procedure.

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## Change Record

Date	Change / Approved by	Comments
6/1/21	NHD	Formatting
10/12/20	Committee	Policy approved by the Committee
30/11/20	Trustees, BC	Policy approved by the Treasurer and The Trustees
22.11.219	MJ NHD	Updates
27.11.19	MJ sec	Updates