

Dated 10th October 2023



ANTI- BULLYING AND HARASSMENT POLICY

Newbury Soup kitchen is committed to developing and maintaining an environment in which all volunteers can work free from any form of bullying, harassment, or victimisation (as defined in this policy) and the organisation is committed to dealing quickly and efficiently with any incidents of bullying and harassment that arise.

Any incidents of bullying, harassment or victimisation will be regarded extremely seriously and could be grounds for disciplinary action which may include dismissal.

The organisations vision is that no member of staff or volunteer should:

- Be subjected to any form of harassment, bullying or victimisation.
- Feel that such harassment, bullying, or victimisation must be tolerated.
- Feel that such harassment, bullying, or victimisation is his/her fault.

All members of the organisation are entitled to be treated with dignity, fairness, and respect.

Staff who feel that they may be victims of bullying, harassment or victimisation should pursue the issue either informally or formally by using the procedures described in this policy.

When reported, formal complaints of bullying, harassment or victimisation will be investigated, and the organisation will take appropriate action as quickly as possible.

The organisation will, as far as possible, treat as confidential all of bullying, harassment or victimisation and will investigate complaints impartially.

There may be occasions where this is not possible, for example if an enquiry is needed because of alleged behaviour. The organisation will respect the sensitivity of bullying, harassment and victimisation complaints and their consequences.

DEFINITIONS

Harassment, in general terms, is unwanted conduct which has the purpose or effect affecting the dignity of the individual or groups of people. The Equality Act 2010 specifically prohibits three types of harassment.

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

October 2010

Equality Act provisions which came into force on 1 October 2010:

- the basic framework of protection against direct and indirect discrimination, harassment and victimisation in services and public functions, work, education, associations and transport.
- changing the definition of gender reassignment, by removing the requirement for medical supervision
- providing protection for people discriminated against because they are perceived to have, or are associated with someone who has, a protected characteristic
- clearer protection for breastfeeding mothers
- applying a uniform definition of indirect discrimination to all protected characteristics
- harmonising provisions allowing voluntary positive action

Provisions relating to disability

- extending protection against indirect discrimination to disability
- introducing the concept of “discrimination arising from disability” to replace protection under previous legislation lost as a result of a legal judgment
- applying the detriment model to victimisation protection (aligning with the approach in employment law)
- harmonising the thresholds for the duty to make reasonable adjustments for disabled people
- extending protection against harassment of employees by third parties to all protected characteristics
- making it more difficult for disabled people to be unfairly screened out when applying for jobs, by restricting the circumstances in which employers can ask job applicants questions about disability or health

