

Bullying and Harassment Policy

1. Purpose

Stalham and Brumstead Recreation Ground Charity is committed to providing a safe, welcoming and respectful environment for all Trustees, volunteers, staff, contractors, users and visitors.

Bullying, harassment, intimidation or inappropriate behaviour of any kind will not be tolerated.

This policy explains the standards of behaviour expected and how concerns can be raised.

2. Scope

This policy applies to all individuals involved with the charity, including:

- Trustees
- Volunteers
- Contractors
- Hirers and users of the recreation ground
- Members of the public attending charity activities or events

The policy applies during charity activities, meetings, events, communications and any interactions connected with the charity.

3. What is Bullying?

Bullying is behaviour that is unwanted, offensive, intimidating, malicious or insulting, and which undermines, humiliates or injures another person.

Examples may include:

- Verbal abuse or shouting
- Insults or offensive remarks
- Spreading rumours
- Excluding someone unfairly
- Misuse of authority or position
- Repeated criticism intended to upset or humiliate
- Threatening or intimidating behaviour

4. What is Harassment?

Harassment is unwanted conduct related to a protected characteristic such as:

- Age
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity

Harassment may include:

- Offensive jokes or comments
- Unwanted physical contact
- Displaying offensive material
- Discriminatory language
- Repeated unwanted communication
- Behaviour that creates an intimidating, hostile or degrading environment

5. Expected Behaviour

Everyone involved with the charity is expected to:

- Treat others with dignity and respect
- Communicate politely and appropriately
- Listen to concerns fairly
- Help create a safe and inclusive environment
- Avoid behaviour that may upset, intimidate or offend others

6. Reporting Concerns

Anyone who experiences or witnesses bullying or harassment should report it as soon as possible to:

- A trustee of the charity, or
- The Chair of Trustees where appropriate

Concerns will be treated seriously, sensitively and confidentially where possible.

7. Handling Complaints

The charity will:

- Listen to all parties fairly
- Review concerns promptly
- Take appropriate action where necessary
- Keep records of serious complaints and outcomes

Action may include:

- Informal resolution or mediation
- Verbal or written warnings
- Removal from charity activities or premises
- Reporting serious matters to relevant authorities where required

8. Malicious Complaints

Deliberately false or malicious complaints may themselves be treated as misconduct.

9. Review

This policy will be reviewed periodically by the Trustees and updated where necessary.