

Bullying & Harassment Policy

Purpose

The purpose of this policy is to protect anyone who is involved with Treacle from harassment and bullying and to ensure that we respond promptly, proportionately and sensitively to any concerns raised and, insofar as possible, treat these confidentially.

Applicability

This policy applies to our employees and anyone working on our behalf and others that we come into contact with. It should be brought to their attention on joining Treacle and made readily available to anyone who may wish to read it.

We expect partner organisations to have the same robust approach in tackling harassment and bullying. We will not accept anyone being harassed or bullied by a partner or member of the public and will take appropriate action in such circumstances.

Bullying And Harassment

Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.

Examples of bullying or harassing behaviour include:

- Spreading malicious rumours;
- Unfair treatment;
- Picking on or regularly undermining someone;
- Denying someone's training or promotion opportunities.

Bullying and harassment can happen face-to-face or by letter, email, phone, messaging services or social media. Or by any other form of communication.

Behaviour that one individual may consider to be acceptable, another may not, so it is important that everyone is respectful of and sensitive to the needs and views of others. However, bullying does not include appropriate criticism of someone's behaviour or proper performance management.

The Law

Bullying itself is not against the law, but harassment is. This is when the unwanted behaviour is related to one of the following: age, disability, sex (or gender), gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion / belief or sexual orientation.

Our Responsibilities

We recognise that:

- There is no place for bullying and harassment within, or by, organisations like ours;
- We have a responsibility to create a culture of openness and respect in which harassment and bullying will not be tolerated and individuals feel confident in reporting any concerns;
- We all have a central role to play to ensure Treacle sets clear boundaries and policies;
- Allegations will be handled promptly, sensitively, appropriately and in line with employment laws;
- We are responsible for ensuring we have processes in place to hear and address any concerns.

Reporting Concerns

- Those concerned about bullying or harassment are encouraged to report their concerns directly to any appropriate person (normally their manager) whenever this is appropriate;
- Concerns raised anonymously will be recorded and any facts available looked into. However, in doing so we will be mindful that anonymous complaints can sometimes be malicious;
- Everyone involved in our work, even incidentally, has a right to complain and we will hold anyone accountable but, equally, individuals have a right to be protected from unsubstantiated and, potentially, malicious allegations;
- Anyone wishing to raise a concern is strongly encouraged to provide his or her contact details. This will also allow us to advise him or her of any outcome;
- Serious actual or alleged incidents of bullying or harassment will be promptly reported to any relevant authority.

Helen O'Connell
Founder
Treacle.me

January 2025