

West Cheshire autism hub anti-harassment and bullying policy

At the West Cheshire Autism hub our intention is to create a happy atmosphere that is friendly and supportive. We are dedicated to creating an atmosphere that is free from harassment and bullying, ensuring that everyone is treated with dignity and respect.

The purpose of this harassment and bullying policy is to provide a method of raising issues, for anyone who feels they have experienced harassment and bullying, as a result of working/volunteering for or visiting the West Cheshire autism hub.

What is harassment?

Harassment is any unwanted conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. It is unlawful under the Equality Act 2010 to harass a person because of their age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin. Religion or belief, sex or sexual orientation. It also includes conduct of a sexual nature (sexual harassment). Harassment is unacceptable even if it does not fall into any of these categories.

What is bullying?

Bullying is offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate, or injure the recipient. Bullying can include the use of personal strength or the power to coerce through fear or intimidation, not necessarily from someone in a position of authority. Bullying may be physical, verbal, or non-verbal. It can include conduct that is not face-to-face such as email or social media. Please note that, legitimate or reasonable criticism of a staff member's performance does not amount to bullying.

Breaches of this policy

Bullying and harassment are not tolerated in our workplace and all staff are required to treat each other, along with our service users with dignity and respect. Breaches of this policy will be dealt with in accordance with our disciplinary procedure.

If you believe that you are being harassed or bullied

If you feel that you are being harassed or bullied, you should raise the matter formally in accordance with our complaint's procedure. All complaints will be investigated in accordance with our complaints policy. If we consider that there is sufficient evidence to suggest you have been harassed or bullied, we will consider the appropriate action to take. Whether or not the complaint is upheld, we will consider how best to manage any ongoing relationship between yourself and the West Cheshire Autism hub.