

Anti-Bullying, Harassment & Whistle Blowing Policy

Bullying or harassment is always unacceptable and as such Delta is committed to providing all employees with a safe and healthy working environment. Employees will be deemed to include all employed staff, all agency workers and all contractors under Delta's control. This policy will have regard to the Equality Act 2010, The Health and Safety at Work Act 1974 and the Employment Relations Act 1999 & 2004.

This policy aims to:

1. Prevent all forms of bullying and harassment by employees towards other employees
2. Prevent all forms of bullying by third parties to employees
3. Provide a way for employees who believe they have been bullied or harassed to bring about action to stop said treatment without fear of reprisal
4. Provide a way for employees to raise concerns about any aspect of work without fear of reprisal.

SCOPE

This policy will include all Employees as defined above for behaviour carried out whilst at work, including all work activities carried out away from the premises. Please note, social occasions for work purposes will form part of this policy.

DEFINITIONS

Examples of bullying or harassing behaviour include the following. This is an indicative list and is not exhaustive.

1. Abusive and offensive language
2. Spreading malicious rumours
3. Unfair treatment
4. Picking on someone
5. Regularly undermining a competent worker
6. Deliberate exclusion
7. Criticizing in public
8. Playing practical jokes on someone because you do not like them.

Bullying can be defined as unreasonable behaviour that demeans, intimidates or humiliates people, either as individuals or as a group. The unreasonable behaviour does not need to be directed at an individual to come within the terms of bullying or harassment. Bullying itself is not against the law but harassment is. Harassment is where the unwanted behaviour is related to one of the following, as defined by the Equality Act 2010:

1. Age
2. Sex
3. Disability
4. Gender
5. Marriage and Civil Partnership
6. Pregnancy and maternity
7. Race
8. Religion or belief
9. Sexual orientation

However, the performance of employees needs to be managed. It will therefore not be considered as bullying to, appraise employees, offer constructive criticism, advise on methods of work or unacceptable behaviour. Deadlines for work to be completed may be necessary in the normal course of business but these should not be unreasonable. It is also recognised that an occasional raised voice or disagreement will not constitute bullying.

WHAT TO DO IF YOU FEEL YOU ARE BEING BULLIED OR HARASSED

In the first instance if possible, the employee who feels they are the recipient of bullying or harassment may wish to resolve the matter directly with the person concerned, the offending behaviour may be unintentional and they may not realise it is causing offense.


If this is not possible the employee should raise the matter with any of the management team. The management team will then investigate and monitor the situation taking the appropriate action that is felt necessary depending on the nature of the complaint.

Any person who makes an allegation in good faith, whether it be regarding bullying, harassment or any other area of work, shall not have action taken against them even if the allegations are found to be untrue. They should be sure that they will face no reprisals for such action. If, however an employee makes an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against them.

CONSEQUENCES OF BULLYING OR HARASSMENT

Employees should be aware the company will deal with bullying and harassment seriously and any employee found to be bullying or harassing another employee may be subject to disciplinary action as necessary.

This policy will be reviewed on an annual basis.

Signed  _____

Date 08/02/2024 _____

Title Partner _____