



Weston on the Green Memorial Village Hall

Anti-Bullying & Harassment Policy

(Reg. Charity No. 264754)

1. Statement of intent

Weston on the Green Memorial Village Hall Committee is committed to encouraging all users of the Village Hall to maintain good relations and not use words or deeds that may harm the wellbeing of others.

Everyone, including those who manage the Hall, has the right to be treated with consideration, fairness, dignity and respect.

The Village Hall Committee will take seriously and investigate any allegations of bullying or harassment.

2. Why we have a policy:

- To create a climate in which all types of bullying and harassment are regarded as unacceptable
- To promote an environment free from threat, harassment and any type of bullying behaviour
- To take positive action to prevent bullying and harassment from occurring
- To show commitment to overcome bullying and harassment by practising zero tolerance
- To ensure management trustees and visitors can experience the VH in a respectful environment

3. Definition of harassment and bullying

Harassment and bullying can be summarised as any behaviour that is unwanted by the person to whom it is directed. It is the impact of the behaviour rather than the intent of the perpetrator that determines whether harassment or bullying has occurred.

Harassment and bullying can take many forms. It can happen between individuals or groups. It may be an isolated incident but more often than not is a culmination of a number of incidents.

Harassment may be defined as any conduct which:

- Causes humiliation, offence, distress or other detrimental effect

Harassment may be an isolated incident or repetitive; or occur against one or more individuals. Harassment may be, but is not limited to:

- Physical contact – ranging from touching to serious assault, gestures, intimidation, aggressive behaviour
- Verbal – unwelcome and harmful remarks, suggestions and propositions, offensive language
- Non-verbal – offensive literature or pictures, graffiti and computer imagery.

Bullying is unlikely to be a single or isolated instance. It is usually, but not exclusively repeated and persistent behaviour which includes:

- Conduct which is intimidating, physically abusive or threatening
- Conduct which denigrates, ridicules or humiliates an individual, especially in front of others
- Conduct which is malicious or insulting
- Targeting one person in a sustained campaign
- Shouting at an individual
- Malicious gossip, victimisation, frequent and unwanted criticism, public reprimand, humiliation, belittling, or psychological threats.

Bullying or harassment may lead to civil proceedings.

4. What to do if you think you are being harassed or bullied

Please report any concerns regarding bullying or harassment to the Village Hall Chairperson.

5. What will the Village Hall Committee do?

- Treat all incidents fairly, sensitively and in the strictest confidence
- Investigate as fully as possible
- Take appropriate action. This may involve asking people to leave the premises and preventing future bookings or attendance at the Hall for a fixed period of time or indefinitely
- Record all incidents of bullying
- The Chair will seek external, professional, support when dealing with a complaint should this be warranted.

August 2024

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