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Bristol Transformed Bullying and Harrassment Policy

Purpose

The purpose of this policy is to make people aware of unacceptable behaviour and protect them from bullying and harassment when they are involved with Bristol Transformed.

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 development opportunities

Bullying and harassment can happen:

face-to-face

by letter

by email

by phone

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

sex

disability

gender reassignment

marriage and civil partnership

pregnancy and maternity

race

religion or belief

sexual orientation

What Bristol Transformed volunteers or members should do if they’re bullied or harassed

Volunteers or members should see if they can sort out the problem informally first. If they cannot, they should talk to the Bristol Transformed Safeguarding and Whistleblowing Rep

The current Bristol Transformed Safeguarding & Whistleblowing Rep is Toni Mayo who can be contacted via **whistleblowing@bristoltransformed.co.uk**.

If there is any reason why you don’t feel comfortable contacting the nominated rep you can contact another committee member directly via their personal email. These contacts are Paul Tasman ([paultasman@gmail.com](mailto:paultasman@gmail.com)), Louise Delmelge ([louisejdelmege@gmail.com](mailto:louisejdelmege@gmail.com)) or Kieran Glasssmith ([kieran.glasss@gmail.com](mailto:kieran.glasss@gmail.com)).

***This policy was last reviewed on 28th March 2023***