

Harassment & Bullying Policy

Expanse Learning Group

October 2023

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1. Scope

All employees of Expanse Learning

2. Policy

Expanse Learning recognises that all employees have a right to work in an environment in which the dignity of individuals is respected and which is free from harassment and bullying. Expanse Learning is committed to eliminating intimidation in any form.

This Policy applies to harassment on the grounds of disability, gender, marital status, sexual orientation, and age, creed, colour, race or ethnic origin. Harassment breaches the Organisation's Equal Opportunities Policy, and it is classified as a serious offence, which may result in summary dismissal under the Disciplinary Procedure.

3. Definition

Harassment has no definition in law but is generally described as "unwanted conduct which affects the dignity of women or men at work; it encompasses unwelcome physical, verbal or non-verbal behaviour which denigrates, ridicules or is intimidatory". The essential characteristic of harassment is that the action(s) is unwanted by the recipient.

The following interpretations and examples of harassment may be helpful in determining whether harassment has taken place.

General Harassment

Harassment can take many forms and may be directed in particular against women and ethnic minorities or towards people because of their age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. It may involve action, behaviour, comment, or physical contact which is found objectionable, or which causes offence; it can result in the recipient feeling threatened, humiliated, or patronised and it can create an intimidating work environment.

Sexual Harassment

Sexual harassment can be defined as an uninvited, unreciprocated, and unwelcome behaviour of a sexual nature which is offensive to the person involved and causes that person to feel threatened, humiliated, or embarrassed. Examples of sexual harassment are:

- requests for sexual favours, including implied or overt promises of preferential treatment or threats concerning present or future employment status
- offensive gestures or comments
- sexually orientated jibes, innuendo, or jokes
- unwanted physical contact
- the display of sexually offensive visual material such as calendars, photographs, books, or videos.

Sexual harassment may be experienced by men or women as a result of the conduct of men or women. It applies equally regardless of grade or level of job and may also occur when dealing with external clients and/or members of the public.

Racial or Sectarian Harassment

In the workplace, racial or sectarian harassment may take the form of actual or threatened physical abuse or it may involve offensive jokes, verbal abuse, language, graffiti, or literature of a racist or sectarian nature or offensive remarks about a person's skin colour, physical characteristics or religion. It may also include repeated exclusion of a person from an ethnic or religious minority from conversations, patronising remarks, unfair allocation of work or pressure about the speed and/or quality of their work in a way which differs from the treatment of other employees.

Bullying

Bullying is the intimidation or belittling of someone through the misuse of power or position which leaves the recipient feeling hurt, upset, vulnerable or helpless. It is often inextricably linked to the areas of harassment described above.

The following are examples of bullying:

- Unjustified criticism of an individual's personal or professional performance, shouting at an individual, criticising an individual in front of others.
- Spreading malicious rumours or making malicious allegations.

- Intimidation or ridicule of individuals with disabilities and/or learning difficulties.
- Ignoring or excluding an individual from the team/group

4. Responsibilities of Line Managers

Every line manager has an obligation to prevent harassment/bullying and to take immediate action once it has been identified whether or not a complaint has been made. Allegations of harassment or bullying received either informally or formally, must be dealt with promptly and sensitively.

It is important that line managers recognise that sexual harassment is any sexual advance unwanted by the recipient or behaviour, which causes offence to the recipient. Similarly, racial harassment is behaviour, which is racially offensive to the recipient. Managers must therefore take care to ensure that they do not pre-judge situations based on their own sexual or racial attitudes and perceptions.

It may not always be appropriate for a line manager to be involved with specific complaints. For example, if the complainant is male and wishes to speak to a male, but the manager is female, or, if the complaint relates to the conduct of the line manager. The procedure in Section 7 sets out the alternatives for such instances.

5. Responsibilities of all Employees

Every employee has a personal responsibility NOT to harass or bully other members of staff. An employee who becomes aware of harassment or bullying occurring should bring the matter to the attention of his/her manager.

6. Redress

An employee who feels that he/she has been harassed or bullied has a right to seek redress via the procedures set out in Section 7.

7. Procedure for dealing with harassment

An employee who feels that they are being subjected to harassment or bullying may attempt to resolve the matter informally in the first instance. In some cases, it may be possible and sufficient for them to explain clearly to the person(s) engaged in the unwanted activities that the behaviour is unwelcome, that it offends or makes them uncomfortable.

- If at the initial informal discussion stage, the circumstances are too difficult or embarrassing to approach the harasser alone, the complainant may wish to be accompanied by a friend or colleague
- the complainant may wish to write a letter to the harasser (research has shown this to be very effective)
- the complainant should keep a record of any incidents, detailing when, where, what occurred, and witnesses (if any)
- in some cases, victims of harassment or bullying may not be sufficiently confident to tell the harasser that their behaviour is unacceptable. The Organisation emphasises therefore that staff are not required to approach the harasser in an attempt to resolve the problem informally and are entitled to report the matter immediately if they so wish.

Where the steps outlined above are unsuccessful or inappropriate, the complainant should raise the matter informally and in confidence with their line manager. Alternatively, the matter may be raised with the Head of Shared Services or a senior Leader (if felt necessary this could be of the same sex as the complainant).

If the complaint relates to the conduct of the complainant's line manager, the complainant may choose to discuss the matter with their manager's line manager. The Manager or Head of Shared Services will discuss the matter with the complainant and agree a course of action. The complainant may be accompanied by a representative or work colleague at these meetings. The alleged harasser will also have the right to state their version of events to the manager and to also be accompanied by a representative or colleague. The complainant must be assured that they will not be discriminated against or victimised for raising the complaint. Confidentiality will be observed throughout and the need for any disclosure of the details of the case will be discussed and agreed.

At any stage of the process the complainant, the manager dealing with the complaint, or the accused may feel that they need the help of an independent person before deciding on the best course of action. The Organisation will provide designated persons who can give confidential advice and assistance, including:

- advising on the nature of harassment
- offering guidance on resolving harassment problems, including acting as an independent broker

These individuals will generally be employees of Expanse Learning; however, Expanse Learning will also consider an individual who is external should that be more appropriate for the individual who requires assistance. The name and method of contact for these trained individuals can be supplied confidentially from Shared Services.

If the situation cannot be resolved informally then the complainant has the right to pursue his or her complaint formally via the Grievance Procedure. Where management consider that there may be evidence of harassment, they may consider it appropriate to undertake a full investigation of the circumstances. In this case a manager not connected with the department involved, or an individual external to the organisation will be commissioned to undertake this investigation. Best practice in relation to confidentiality will be maintained during this investigation; and both the complainant and alleged harasser will have the opportunity to have their say. The investigator will also interview and take statements from any appropriate witnesses to the alleged harassment.

Where there is evidence that harassment has occurred, prompt and corrective action will be taken, including disciplinary action where appropriate. Harassment is a serious offence which may result in summary dismissal.

8. Communication

All staff will be informed of the Harassment and Bullying Policy. They must be re-assured regarding:

- fear that others will consider the behaviour trivial and not take complaints of harassment seriously
- fear that no action will be taken against a person guilty of harassment
- fear of retaliation or victimisation in registering a complaint either informally or formally through the Grievance Procedure.

The Harassment and Bullying Policy will be in staff induction programmes and available through National Online Safety.

9. Monitoring and Review

In order to assess the effectiveness of the Procedure, statistics will be maintained in respect of the complaints of harassment and Bullying. Strict confidentiality will be maintained, and the monitoring process will comply with the Data Protection Act (2018). The effectiveness of this policy will be reviewed annually.

Impact of non-compliance

Staff:	Disciplinary action, Support, Action Plan
Student:	Not applicable
Legislation/organisational:	statutory and non-regulated compliance. Prosecution, Staff Retention, Poor employee performance etc
Compliance lead:	Shared Services
Policy Reference:	EGL-HRIM-POL-0007_(Exp-Oct24)
Version:	6
Agreed policy location:	Document Hub, Employee intranet and PeopleHR
Review Schedule:	12 months
Does the policy require Governor approval?	No

Approval

Prepared by Scott Roberts 18/10/2023  Head of Shared Services	Approved by Tony Brown 18/10/2023  CEO	Counter Signatory Karl Wane 18/10/2023  Director
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Version Control

Version	Date	Revision	Review Date
1	01/04/2019	First Issue	01/04/2020
2	01/09/2019	Policy review in line with strategic changes and transfer onto 2019/20 policy template.	31/08/2020
3	01/09/2020	Policy Review	31/08/2021
4	01/09/2021	Policy Reviewed	31/08/2022
5	12/10/2022	Policy Reviewed and job titles amended	11/10/2023
6	18/10/2023	Policy reviewed	18/10/2024