



Registered Charity No. 1173141

## Anti-Bullying / Discrimination Policy

Discrimination can occur when someone is treated less fairly than others simply because of their background e.g. rejecting a volunteer applicant due to any of the nine protective characteristics. (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation)

Sometimes a specific policy or practice can disadvantage people from a particular background even though it is applied equally to everyone e.g. a volunteer project only promotes new opportunities by word of mouth, the majority of current volunteers are female and this practice results in mostly females seeking to volunteer with them.

This practice has resulted in indirect discrimination against males and would be unfair unless it could be shown that there was no other less discriminatory way of achieving the same aim.

Disability discrimination can occur due to a failure to make reasonable adjustment(s) which have been identified as a reasonable and effective way of removing disadvantages experienced by disabled people e.g. a volunteer with visual impairments needs to use a computer in their role, it would be reasonable for the volunteer involving organisation to adjust the accessibility settings on the computer to accommodate this. It would also be reasonable for a charity with poor access for wheelchair users to seek to identify sources of funding that could allow them to remove this disadvantage.

Harassment can be described as unwanted conduct which has the purpose or effect of violating a person's dignity or of creating an intimidating, humiliating or offensive environment for them. Many forms of behaviour can constitute harassment including physical assault, derogatory language (e.g. racist or sexist remarks) and visual or written material containing derogatory words or pictures (e.g. sectarian graffiti or homophobic emails).

The Harmony Therapy Trust is committed to creating a working relationship between Trustees, therapists and volunteers that explicitly acknowledges that any bullying is unacceptable.

All involved with The Harmony Therapy Trust will be aware of the Trust's procedures to prevent and/or respond to observed or reported bullying.

Where bullying is suspected, observed or reported it must be managed as a concern about the person suspected of bullying within safeguarding procedures.

All persons must understand what bullying is and what to do should it arise.

Review dated.....March 2020.....

Signed..... Robert Nelson.....

Next Review date.....March 2021.....

