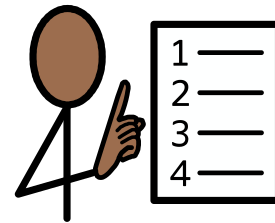
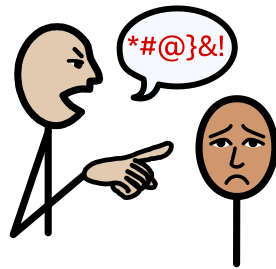


+

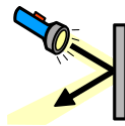
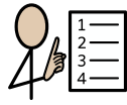
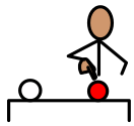
Anti-Bullying and



Harassment Policy



Easy Read

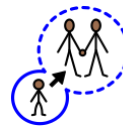
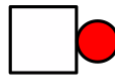


This policy reflects Henshaws

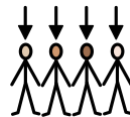
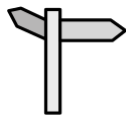


+

values Ambition, Respect and



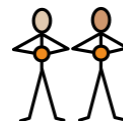
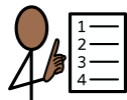
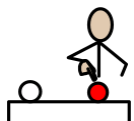
Empowerment by fostering a



culture where everyone feels safe



to speak up.



This policy sets out our

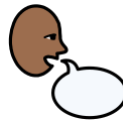


+

expectations, responsibilities and

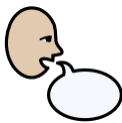


procedures for preventing,



+

identifying, reporting and



addressing such behaviours.



+



Bullying and harassment

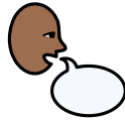
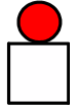
+



undermine wellbeing and safety.



Henshaws staff receive mandatory



training on addressing bullying

+



+



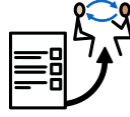
and harassment and recognising



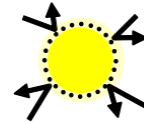
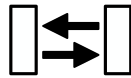
unacceptable behaviour.



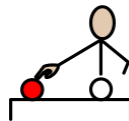
Harassment:



Harassment refers to unwanted



conduct related to a protected



characteristic that violates a

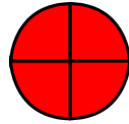


person's dignity or creates an



1

intimidating environment. A single



incident can constitute



harassment if sufficiently serious.



Harassment may be verbal,



physical, written or electronic,

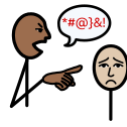
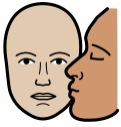
e.g.



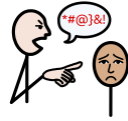
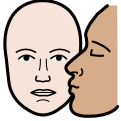
e.g. mimicking, inappropriate



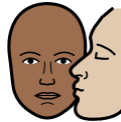
humour or being intrusive.



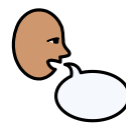
Sexual Harassment:



Sexual harassment is unwanted



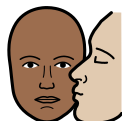
conduct of a sexual nature. It



may include verbal comments,



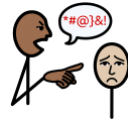
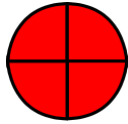
gestures, physical contact or



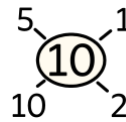
displaying sexual material.



It does not need to be intentional



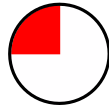
to constitute harassment. Impact



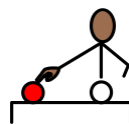
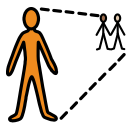
is the determining factor.



Bullying:



Bullying includes persistent or

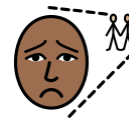


isolated behaviour that



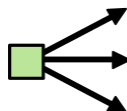
intimidates or humiliates someone,

e.g.



e.g. shouting, criticising, excluding

+



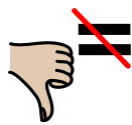
and spreading rumours.



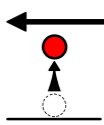
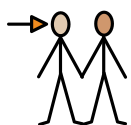
Victimisation:



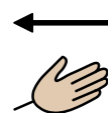
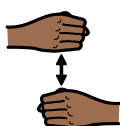
Victimisation occurs when a



person is treated unfairly



because they raised a complaint,



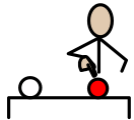
acted as a witness, or supported



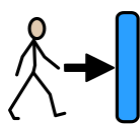
someone else to do so.



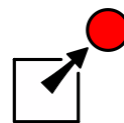
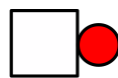
Third-Party Harassment:



This means unacceptable



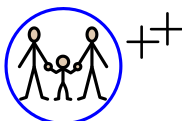
behaviour towards Henshaws staff



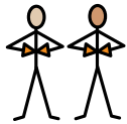
or Artmakers by external



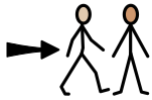
individuals such as visitors or



families.

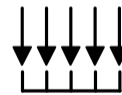


We operate a zero-tolerance

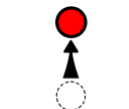
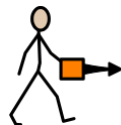


approach to bullying, harassment

+



and victimisation. All complaints



are taken seriously. You can raise



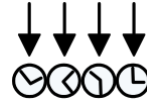
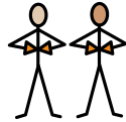
complaints to members of staff



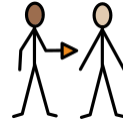
or by using our complaints



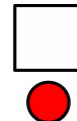
boxes in the cafe and



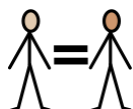
Admin Office. We are always



happy to listen to you.



Henshaws upholds rights under



2010

the Equality Act 2010.