



Dignity at Work/
Bullying
and Harassment Policy

Twyford Parish Council Policies and Procedures	
Dignity at Work/Bullying and Harassment Policy	
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Definitions

Bullying

“Bullying may be characterised as a pattern of offensive, intimidating, malicious, insulting or humiliating behaviour; an abuse of this use of power or authority which tends to undermine an individual or a group of individuals, gradually eroding their confidence and capability, which may cause them to suffer stress.”

Harassment is

“unwanted conduct that violates a person’s dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.” This usually covers, but is not limited to, harassment on the grounds of sex, marital status, sexual orientation, race, colour, nationality, ethnic origin, religion, belief, disability or age.

1. Twyford Parish Council will not tolerate bullying or harassment by, or of, any of its employees, officials, members, contractors, visitors to the council or members of the public. The council is committed to the prevention of any form of intimidation in the workplace.
2. Any employee who feels that they have been bullied or harassed should raise the matter initially with the Chairman (or if he is involved, the Vice Chairman). If the matter cannot be resolved, then the employee should initiate the grievance procedure laid down in their contract of employment.
3. Any Councillor who feels that they have been bullied or harassed should raise the matter initially with the Chairman (or if he is involved, the Vice Chairman). If the matter cannot be resolved, the matter should be pursued under the terms of the Code of Conduct for Councillors in force at the time.
4. Any other person who feels in their relationship with the council that they have been bullied or harassed should raise the matter initially with the Chairman (or if he is involved, the Vice Chairman). If the matter cannot be resolved, the matter should be pursued under the terms of the Code of Conduct for Councillors in force at the time.