



UCCC Bullying, Violence and Harassment Policy

1. Purpose

The purpose of this policy is to protect anyone who is involved with the UCCC charity from violence, harassment and bullying and to ensure that we respond promptly, proportionately, and sensitively to any concerns raised and, insofar as possible, treat these confidentially. Concerns should be reported to the Complaints Team Chairperson, appointed by the Board of Trustees in conjunction with the Executive Committee. In the absence of such a committee, the Executive Committee will handle all such concerns which should be reported directly through the CEO.

2. Applicability

This policy applies to anyone working on our behalf, including our members, Executive Team, Cell Group Leaders, Trustees, Volunteers, Beneficiaries, Stake Holders, Partner Agencies, and any other person/agency that might have dealings with UCCC. It is to be brought to the attention of new members on joining the charity and will be made available to any fully-fledged member who may wish to read it.

It is the expectation of UCCC that our partner organisations have a similar robust approach when tackling violence, harassment, and bullying. We will not accept anyone being harassed, bullied, or face any form of violence from another member, stake holders, partners, beneficiaries, or members of the public. UCCC will take tough actions in such circumstances which might involve termination of membership, contracts, stake, or dealings the perpetrator may have with UCCC.

3. Bullying And Harassment

Bullying and harassment is behaviour that makes someone feel intimidated or offended.

Examples of bullying or harassing behaviour include:

- Spreading malicious rumours.

- Unfair treatment.
- Picking on someone.
- Undermining someone.
- Denying someone's training or promotion opportunities.

Bullying and harassment can happen face-to-face, by letter, emails, phone calls or UCCC Social Media Platforms.

Behaviour that one individual may consider to be acceptable, another may not, so it is important that everyone is respectful of and sensitive to the needs and views of others.

4. Violence

UCCC has a zero tolerance to any forms of violence. Examples of violence at work may include but not limited to:

- Intimidating or bullying others
- Abusive language
- Verbal Attacks and Insults
- Physical assault
- Threatening behaviour
- Concealing or using a weapon
- Sexual or racial harassment

5. Responsibilities Leaders at All Levels

UCCC Leadership recognise that:

- There is no place for bullying and harassment within UCCC.
- They have a responsibility to lead the charity and create a culture of openness, respect, trust and calmness in which harassment and bullying will not be tolerated.
- They have a central role to play to ensure the charity has clear policies, and.
- Allegations are handled promptly, sensitively, appropriately and in line with employment and other laws.
- They are responsible for ensuring they have processes in place to hear and address any concerns.

This policy will be reviewed annually or as and when it is necessary after consultation with the Board Of Trustees and the Executive Committee – 01/05/2024.