

Our anti-harassment and bullying policy statement



We acknowledge our responsibility under the Health and Safety at Work Act 1974 and the Charter of Fundamental Rights of the European Union; to provide a safe place and system of work; aiming to ensure that all our employees are treated with respect and dignity, free from harassment, intimidation and other forms of bullying in the workplace.

This covers every individual working with us irrespective of their status, level or grade. It therefore includes Senior Managers, Directors, employees, consultants, contractors, trainees, part-time or fixed-term employees, casual and agency staff.

We are responsible for ensuring that our employees are not harassed, bullied or discriminated against based on their sex, sexual orientation, age, marital status, gender reassignment, race, religion, skin colour, nationality, ethnicity or disability.

This policy is communicated to employees upon commencement and is available from Line Managers or HR upon request; which explains the procedure for Employees to report cases of bullying or harassment. Complaints will be managed and investigated in a timely and confidential manner, with due respect for the rights of all parties concerned. Conclusion that harassment or bullying has occurred will result in prompt action to stop any forms of current and recurrence of harassment and bullying. Subsequent decisions will be dealt with under our disciplinary procedure, determining the dismissal or transfer of the offender, and/or mediation between the employees.

Employees working in the UK are protected under our Whistle blower policy, all cases will be dealt with the upmost confidentiality.

