



PREVENTING BULLYING AND HARASSMENT

Statement of commitment

The Church is required by God to foster relationships of the utmost integrity, truthfulness and trustworthiness. Abusive behaviour, harassment including sexual harassment, and bullying will not be tolerated in this Church. All complaints of abusive behaviour, harassment and bullying will be **taken seriously and thoroughly investigated and the appropriate action taken.**

How can bullying and harassment be recognised?

Bullying may manifest itself in a variety of different ways. It is usually persistent, and often unpredictable, and can amount to severe psychological intimidation. It is insidious and undermines the ability and confidence of the person suffering from it. It can lead to fear, isolation, demotivation and reduced output, poor concentration, symptoms of stress, a noticeable level of sickness absence or stubborn attendance when obviously unwell, psychological, emotional and physical harm.

What to do if you experience bullying or harassment

If you are experiencing bullying or harassment, you should not suffer in silence or feel that you are to blame in some way for inviting bullying behaviour. If you have any concerns please contact the Rector, Churchwardens or Safeguarding Officer.