

Greater Evangelism World Crusade UK Mission

Greater Evangelism World Crusade UK Mission (GEWC UK Mission)

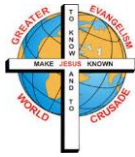
Harassment and Bullying Policy

16th August 202

Address:
77-79 Rushey Green, London UK. SE6 4AF

Email:
gewcukmissioncentre@gmail.com

Phone:
+447392445326, +441582 570227



Greater Evangelism World Crusade UK Mission

1. Introduction

Greater Evangelism World Crusade UK Mission (GEWC UK Mission) is committed to promoting a safe, respectful, and inclusive environment for all employees, volunteers, beneficiaries, trustees, and anyone involved with our charity's work. Bullying and harassment are serious issues that can impact the wellbeing of individuals and the functioning of our charity. This policy outlines our commitment to preventing and addressing harassment and bullying in accordance with UK law and best practices.

This policy applies to all staff, volunteers, trustees, and third parties connected with GEWC UK Mission, both within and outside the workplace.

2. Purpose

The purpose of this policy is to:

- Set out GEWC UK Mission's position on harassment and bullying.
- Ensure all individuals understand their rights and responsibilities under this policy.
- Ensure compliance with relevant UK laws such as the Equality Act 2010 and Health and Safety at Work Act 1974.
- Outline procedures for reporting, investigating, and resolving incidents of harassment and bullying.

3. Legal Framework

This policy is guided by the charity's core values and the UK legislation as far as possible:

- Charity's core values: Values of Christianity as exemplified by Jesus Christ and His Apostle in the holy bible.
- Equality Act 2010: This act protects individuals from discrimination, harassment, and victimisation based on such as age, race, religion, disability, etc. Harassment related to any of these characteristics is unlawful.
- Protection from Harassment Act 1997: Makes it illegal to pursue a course of conduct which amounts to harassment, whether physical or psychological.
- Health and Safety at Work Act 1974: Employers and organisations, including charities, must ensure the health, safety, and welfare of their employees and volunteers, which includes protecting them from bullying and harassment.

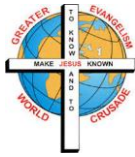
4. Definition of Harassment and Bullying

4.1 Harassment

Harassment is defined as unwanted behaviour that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.

Examples of harassment include:

- Offensive comments or jokes based on age, race, religion, disability, or any other protected characteristic.



Greater Evangelism World Crusade UK Mission

- Unwelcome physical contact.
- Displaying or circulating offensive materials, including electronic communications.

4.2 Bullying

Bullying is behaviour that undermines, humiliates, or injures an individual emotionally or physically. Unlike harassment, bullying doesn't need to be related to a protected characteristic but can involve abuse of power, intimidation, or deliberate undermining of a person's work or confidence.

Examples of bullying include:

- Spreading malicious rumours or insulting someone.
- Exclusion from work-related events or information.
- Overbearing supervision or constant criticism.
- Unfair treatment, including setting someone up to fail.

5. Responsibilities

5.1 Trustees

- Ensure the charity complies with its legal obligations under UK law, including the Equality Act 2010 and Health and Safety at Work Act 1974.
- Foster a culture of respect and ensure that bullying and harassment are not tolerated within the charity.

5.2 Appointed Managers/Supervisors

- Take all reasonable steps to prevent harassment and bullying.
- Ensure staff and volunteers are aware of this policy and understand their rights and responsibilities.
- Act promptly and sensitively to resolve any allegations of bullying or harassment.

5.3 Employees and Volunteers

- Treat everyone with respect and dignity.
- Ensure their behaviour does not constitute bullying or harassment.
- Report any incidents of bullying or harassment they experience or witness.

6. Reporting Procedure

6.1 Informal Resolution

Where possible, the charity encourages individuals to resolve issues informally. This may involve the complainant addressing the behaviour directly with the person involved, explaining why it is unacceptable. However, we understand that this is not always appropriate or effective, and individuals should feel comfortable using the formal procedures if necessary.

6.2 Formal Reporting

If informal resolution is not possible or appropriate, the following formal procedures will apply:



Greater Evangelism World Crusade UK Mission

- The complainant should submit a written report detailing the alleged incident(s) to the trustees, manager/supervisor, volunteer coordinator, or any other authorised person appointed by the trustee for this purpose.
- If the complaint is against a trustee, manager/supervisor, or volunteer coordinator, the report should be submitted to another senior authority within the charity.
- The complaint will be treated in confidence and will be investigated in accordance with the charity's grievance and disciplinary procedures.

7. Investigation Process

- An impartial investigator will be appointed to conduct a thorough investigation into the complaint. This may be someone internal or external, depending on the circumstances.
- Both the complainant and the alleged harasser or bully will have the opportunity to present their case.
- The investigation should be completed in a timely manner depending on the severity of the situation, and both parties will be informed of the outcome.

8. Outcomes and Disciplinary Action

If the investigation finds that harassment or bullying has occurred, GEWC UK Mission will take appropriate disciplinary action, which may include:

- Mediation or counselling for both parties.
- Written warnings.
- Dismissal for employees or termination of volunteer/trustee involvement for serious breaches.
- Criminal proceedings, where appropriate.

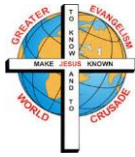
9. Protection from Victimisation

No one will suffer any detriment or be victimised for making a complaint in good faith under this policy. Retaliation against someone who has raised a complaint of harassment or bullying will be treated as a disciplinary offence.

10. Support for Affected Individuals

GEWC UK Mission is committed to supporting any individual who has experienced harassment or bullying. This may include:

- Counselling services.
- Mediation services, if both parties agree.
- Temporary changes to working arrangements to prevent further conflict.



Greater Evangelism World Crusade UK Mission

11. Review and Monitoring

This policy will be reviewed annually or in response to any changes in UK law or organisational needs. The trustees of GEWC UK Mission will monitor compliance with the policy and assess its effectiveness.