

ANTI-HARASSMENT POLICY



VANTAGE ACADEMY TRUST

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Responsibility	Trustees
Approved by	

*subject to any relevant changes in legislation or other appropriate guidelines

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ANTI-HARASSMENT POLICY STATEMENT

- 1.1 At The Vantage Multi Academy Trust (herein 'the Trust') all employees must treat their colleagues, their teams and their managers with respect and courtesy at all times.
- 1.2 Harassment behaviour is unacceptable and is a matter of misconduct. It can be illegal, for example harassment behaviour can be contrary to the Equality Act 2010 and the Protection from Harassment Act 1997.
- 1.3 Harassment is defined as unwelcome conduct which can be physical, verbal or non-verbal. Examples include (list not exhaustive):
 - Comments about the way a person looks or dresses.
 - Indecent, racist or offensive remarks.
 - Making sexist jokes or jokes about people of a certain sexual orientation.
 - Questions or comments about the person's life style.
 - Abuse of power relationships such as line manager to team member.
 - Bullying via electronic means (such as abusive texts or e-mail).
 - Any conduct which creates an intimidating, hostile, humiliating or degrading environment or where dignity is violated.
- 1.4 Under the Equality Act 2010 employees can now complain of behaviour that they find offensive even if it is not directed at them, and the complainant need not possess the relevant protected characteristic themselves.
- 1.5 Employees are also protected from harassment because of perception and association.
- 1.6 All complaints alleging harassment are to be raised in line with the Complaints Policy and will be dealt with in a confidential and sensitive manner and employees will be protected against victimisation when bringing an anti-harassment complaint. Where appropriate mediation can be requested before the matter becomes formal.

- 1.7 Complaints alleging harassment will be dealt with in accordance with the Grievance Procedure. If it is not appropriate for the Grievance Proforma to be handed to the line manager (for example if they are the alleged harasser) the employee should hand the form to their School Principal or Chair of the LAB, if the complaint involves the School Principal, Chief Executive Officer or member/s of the Trustees, a suitable investigating panel will be convened and the complaint will be investigated. If the investigation reveals that there is a likelihood that harassment did occur, the matter will then be dealt with in accordance with the Trust's disciplinary procedure.
- 1.8 The Trust will not tolerate retaliation or victimisation which occurs because an employee has reported an incident of suspected harassment.
- 1.9 Where an alleged incident is found to be reported frivolously, maliciously or for personal gain, the complainant will be liable to investigation and the possibility of disciplinary action.

THIRD PARTY HARASSMENT

- 2.1 The Trust will take all reasonable steps to protect employees from harassment by people not employed by the Trust (third parties), such as parents, students and contractors.
- 2.2 Any third party harassment must be reported to the School Principal at the earliest opportunity.