

Toft Newton Parish Council

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Anti-Harassment Policy & Procedure

Toft Newton Parish Council is duty bound under the Worker Protection Act 2023 to ensure that employees feel safe at work. One of the requirements is that employers must have a policy that is designed to proactively prevent sexual harassment within the workplace.

Through this policy, Toft Newton Parish Council actively seeks to prevent any Councillors, employees or volunteers being subjected to any, and all forms of harassment.

Throughout this policy, we have used the words employee, worker, staff or member of staff, they are used interchangeably and also include Councillors and volunteers. Therefore, any one of these words or phrases in this policy means all paid and unpaid staff.

Policy

We recognise that harassment and victimisation is unlawful under the Equality Act 2010. As such, harassment or victimisation on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation is unacceptable and will not be tolerated.

Further, we recognise that people may be subjected to harassment for other reasons, such as those not covered by Equality Act 2010, these include but are not limited to educational level, employment or socioeconomic status, caring responsibilities, health and wellbeing, and non-apparent needs.

Through this policy, we also seek to ensure people are not subjected to harassment because of periods, breast feeding or the menopause.

Personal harassment takes many forms ranging from tasteless jokes and abusive remarks to pestering for sexual favours, threatening behaviour and actual physical abuse. For the purposes of this policy, it also includes bullying.

Bullying is understood to be targeted and persistent offensive, intimidating, malicious or insulting behaviour and can include the abuse or misuse of power to undermine, humiliate, denigrate or injure the recipient.

Whatever form it takes, personal harassment is always taken seriously and is totally unacceptable.

We recognise that personal harassment can exist in the workplace, as well as outside, and that this can seriously affect employees' working lives by interfering with their job performance or by creating a stressful, intimidating and unpleasant working environment.

We deplore all forms of personal harassment and seek to ensure that the working environment is sympathetic to all our employees. The aim of this policy is to inform employees of the type of behaviour that is unacceptable and provide employees who are the victims of personal harassment with a means of redress.

This policy covers all aspects of the work carried out by Toft Newton Parish Council and our employees.

We recognise that we have a duty to implement this policy and all employees are expected to comply with it. We will review this policy at regular intervals in order to monitor its effectiveness.

Examples of personal harassment

Personal harassment takes many forms and employees may not always realise that their behaviour constitutes harassment. Personal harassment is unwanted behaviour by one employee towards another and examples of harassment include:

- insensitive jokes and pranks
- lewd or abusive comments
- deliberate exclusion from conversations
- displaying abusive or offensive writing or material
- abusive, threatening or insulting words or behaviour
- name-calling
- picking on someone or setting them up to fail
- exclusion or victimisation
- undermining their contribution / position
- demanding a greater work output than is reasonably feasible
- blocking promotion or other development / advancement.

These examples are not exhaustive and disciplinary action at the appropriate level will be taken against employees committing any form of personal harassment.

Examples of sexual harassment

Sexual harassment can take place in many forms within the workplace and can go undetected for a period of time where employees do not understand that particular behaviour is classed as sexual harassment. Sexual harassment is unwanted behaviour related to sex, or of a sexual nature, by one employee towards another and examples of sexual harassment include:

- lewd or abusive comments of a sexual nature such as regarding an individual's appearance or body
- unwelcome touching of a sexual nature
- displaying sexually suggestive or sexually offensive writing or material
- asking questions of a sexual nature
- sexual propositions or advances, whether made in writing or verbally.

Sexual harassment can also take place where an employee is treated less favourably because they have rejected, or submitted to, the unwanted conduct that is related to sex or is of a sexual nature. Whether less favourable treatment occurs as a result will be examined broadly and includes areas such as blocking promotion and refusal of training opportunities or other development opportunities.

Examples of victimisation

Victimisation takes place when an employee is treated unfavourably as a direct result of raising a genuine complaint of discrimination or harassment. Furthermore, any employee who supports or assists another employee to raise a complaint is also subjected to victimisation if they are treated unfavourably.

Third party harassment

Toft Newton Parish Council operates a zero-tolerance policy in relation to harassment perpetrated against one of its employees by a third party such as a client, customer, contractor, member of the public or visitor to the Council. All employees are encouraged to report any and all instances of harassment that involve a third party in line with our reporting procedure, as outlined below.

If we find that the allegation is well-founded, we will take the steps that we deem necessary in order to remedy this complaint. This can include, but is not limited to:

- warning the individual about the inappropriate nature of their behaviour.
- banning the individual from Council premises or accessing services.
- reporting the individual's actions to the police.

In addition to this, the Council will endeavour to take all reasonable steps to deter and prevent any form of harassment from third parties taking place.

Responsibilities

Employee responsibilities

The Council requires its employees to behave appropriately and professionally at all times during the working day, this extends to events outside of working hours which are classed as work-related such as social events. Employees should not engage in discriminatory, harassing or aggressive behaviour towards any other person at any time.

Any form of harassment or victimisation may lead to disciplinary action up to and including dismissal if it is committed:

- in a work situation.
- during any situation related to work, such as a social event.
- against a colleague or other person connected to the employer outside of a work situation, including on social media.
- against anyone outside of a work situation where the incident is relevant to their suitability to carry out the role.

A breach of this policy by will be treated as a disciplinary matter.

Council responsibilities

The Council will be responsible for ensuring all members of staff understand the rules and policies relating to the prevention of harassing and bullying behaviour at work and during work-related social events. We will promote a professional and positive workplace whereby all staff are alert and proactively identify areas of risk and incidents of harassment, sexual harassment and bullying.

We will also take into account aggravating factors, such as abuse of power over a more junior colleague, when deciding what disciplinary action to take.

Where an incident is witnessed, or a complaint is made under this policy, the Council will take prompt action to deal with this matter. All incidents will be deemed serious and dealt within in a sensitive and confidential manner.

Complaining about harassment and / or bullying

Informal method

We recognise that complaints of personal harassment, and particularly of sexual harassment, can sometimes be of a sensitive or intimate nature and that it may not be appropriate for you to raise the issue through our normal grievance procedure. In these circumstances you are encouraged to raise such issues with a senior colleague of your choice (whether or not that person has a direct supervisory responsibility for you) as a confidential helper.

If you are the victim of minor harassment you should make it clear to the harasser on an informal basis that their behaviour is unwelcome and ask the harasser to stop. If you feel unable to do this verbally then you should hand a written request to the harasser, and your confidential helper can assist you in this.

Formal method

Where the informal approach fails or if the harassment is more serious, you should bring the matter to the attention of the Proper Officer or Chair of the Parish Council as a formal written grievance and again your confidential helper can assist you in this. If possible, you should keep notes of the harassment so that the written complaint can include:

- the name of the alleged harasser.
- the nature of the alleged harassment.
- the dates and times when the alleged harassment occurred.
- the names of any witnesses.
- any action already taken by you to stop the alleged harassment.

Where it is not possible to make the formal complaint to the above-named person, for example where they are the alleged harasser, we would encourage you to raise your complaint to the Chair of the Personnel Committee or one of the other Parish Councillors.

On receipt of a formal complaint, we will take action to separate you from the alleged harasser to enable an uninterrupted investigation to take place. This may involve a temporary transfer of the alleged harasser to another work area or suspension with contractual pay until the matter has been resolved. In the event of a potential criminal matter, it will be referred to the Police. If this matter concerns the behaviour of a Councillor, it will be referred to the Monitoring Officer at West Lindsey District Council.

On conclusion of the investigation, which will normally be within 10 days of the meeting with you, a report of the findings will be submitted to the Personnel Committee who will hold the grievance meeting.

You will be invited to attend a meeting, at a reasonable time and location, to discuss the matter once the committee hearing the grievance has had opportunity to read the report. You have the right to be accompanied at such a meeting by a colleague or if you are a member of a Trade Union, a union representative and you must take all reasonable steps to attend. Those involved in the investigation will be expected to act in confidence and any breach of confidence will be a disciplinary matter.

You will be able to put your case forward at the meeting and the Chair of the Panel will explain the outcome of the investigation. You have a right to appeal the outcome, which is to be made to the Chair of the Parish Council within 7 days of receiving the outcome.

If the decision is that the allegation is well founded, the harasser will be liable to disciplinary action

in accordance with our disciplinary procedure up to and including dismissal.

Toft Newton Parish Council is committed to ensuring employees are not discouraged from using this procedure and no employee will be victimised for having brought a complaint.

This policy is supported by other Toft Newton Parish Council policies, which include the Data Protection for HR Policy, the Dignity at Work Policy, the Disciplinary Policy, the Grievance Policy, the Vexatious Complaints Policy and the Whistleblowing Policy.

Reviews

Toft Newton Parish Council will review this policy as per the schedule below, or sooner if changes to local or national guidance or legislation require a revision to take place sooner.

Previous versions of this policy will be retained on the Zoho WorkDrive and will have a version number appended to their file name.

Approved by Toft Newton Parish Council on:	7 th July 2026
First review due:	September 2027
Then review:	Annually
