



Workplace bullying and harassment

Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.

Examples of bullying or harassing behaviour include:

- spreading malicious rumours
- unfair treatment
- picking on or regularly undermining someone
- denying someone's training or promotion opportunities

Bullying and harassment can happen:

- face-to-face
- by letter
- by email
- by phone

The law

Bullying itself isn't against the law, but harassment is. This is when the unwanted behaviour is related to one of the following:

- age
- sex
- disability
- gender (including gender reassignment)
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation

What employees should do if they're bullied or harassed

Employees should see if they can sort out the problem informally first. If they can't, they should talk to their manager

If this doesn't work, they can make a formal complaint using their employer's grievance procedure. If this doesn't work and they're still being harassed, they can take legal action at an [employment tribunal](#).

They could also call the ACAS (Advisory, Conciliation and Arbitration Service) helpline for advice:

ACAS helpline

Telephone: 0300 123 1100

Textphone: 18001 0300 123 1100

Monday to Friday, 8am to 6pm

ACAS has also produced a guidance leaflet on bullying and harassment.

Bullying and abuse within the teaching environment

Geckos Climbing Ltd are committed to providing a caring, friendly and safe environment, so that everyone can learn to climb in a relaxed, secure and enjoyable atmosphere.

Everyone involved with Geckos Climbing Ltd, including instructors, volunteers and parents should have an understanding of what bullying is.

What is bullying?

- Bullying is not just something that children and teenagers go through. It is well researched that bullying causes long term damage to both the person on the receiving end, and those who bully.
- It is not a child's fault if they are bullied. Children should never be told to just ignore it, or to change who they are. It is the children doing the bullying that need to change their behaviour and their attitude. This is particularly true if the bullying is targeted at a pupil's gender, sexuality, race, faith, impairment or special educational need.
- It is not true that girls are 'bitchy' and boys just have a punch up and get over it. Avoid gender stereotypes when it comes to tackling bullying. Anyone can be capable of bullying behaviour and it has a serious impact on both boys and girls.
- Children need to be supported to speak out if they or someone they know is being bullied. If a child tells you they are being bullied – take what they say seriously and ask them what they want to happen.
- Tell them that together you will make it stop and record all your actions. Make sure they know they can call a helpline like Childline any time.
- The only way to stop bullying is to acknowledge that it happens and create a talking culture where any hurtful behaviour is quickly brought out in the open, discussed and dealt with. It is rarely one-on-one behaviour and so take time to find out who else is involved – and how other pupils can support the person on the receiving end, while making it clear to the person or people doing the bullying that it's not acceptable.
- Challenge all forms of offensive or discriminatory language (e.g. homophobic and transphobic comments, sexist and sexual language, racist and faith targeted comments, disablist words)

What should I do if I witness bullying?

Bullying of any kind is unacceptable and it is the responsibility of anyone who is aware that bullying may be occurring to immediately inform the Geckos Climbing Ltd management. Children and parents should be assured that they will be supported if bullying is reported.

HELP ORGANISATIONS:

Childline	0800 1111
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents' Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk