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## HARASSMENT AND BULLYING

Version 4

### 1. Policy statement

PFEW believes that everyone has a right to be treated with consideration, fairness, dignity and respect. This enables the creation of a work environment in which individuals feel safe and can work effectively, competently and confidently.

PFEW is committed to providing a workplace environment which is free of harassment or bullying for its employees and members and will take positive steps to eliminate it by monitoring the workplace and investigating any allegations of unacceptable behaviour; and by representing members in cases where bullying or harassment has been reported.

Harassment or bullying behaviour will not be tolerated in any PFEW workplace, at training courses, conferences, seminars, other organisation events or at work-related social events.

### 2. Responsibility

The National Board is responsible for all policy formation.

### 3. Summary

The Equality Act 2010 uses a single definition of harassment to cover the relevant protected characteristics. Harassment is “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.” The relevant protected characteristics are age, disability, gender reassignment, race, religion or belief, sex and sexual orientation.

ACAS characterises bullying as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.<sup>1</sup> It is not necessarily always obvious or apparent to others, and may happen in the workplace without an employer's awareness.

Harassment and bullying in the workplace is offensive and threatening. It can affect an officer’s or a member of staff’s professional performance and psychological welfare and can be so destructive that the effects continue after work, devastating personal lives as well as careers. PFEW believes it is essential that officers and PFEW staff receive appropriate support should they either suffer from bullying or harassment or be subject to a complaint.

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<sup>1</sup> ACAS Bullying and harassment at work: A guide for managers and employers. [www.acas.org.uk/index.aspx?articleid=797](http://www.acas.org.uk/index.aspx?articleid=797)

It is equally as important that managers have sufficient training in dealing with complaints. Any investigation should be undertaken promptly and fairly, in line with force-level or PFEW grievance/disciplinary/health and safety procedures, with provision made for confidentiality.

The Equality and Diversity principles in the College of Policing Code of Ethics state that officers should 'act and make decisions on merit' and that they should use opportunities to promote equality and diversity. It also states that they should take a pro-active approach to opposing discrimination to adequately support victims, encourage reporting and prevent future incidents. PFEW fully supports the Code of Ethics.

#### 4. Procedures/implementation

PFEW will support and encourage the use of the College of Policing's Code of Ethics.

PFEW will raise awareness of issues of bullying and harassment and promote best practice throughout the Police Federation and police service in England and Wales. PFEW will provide appropriate advice and support for members in all matters relating to bullying and harassment; and by representing members in cases where bullying or harassment has been reported. PFEW will provide advice for representatives dealing with issues of bullying and harassment.

PFEW will continue to implement an anti-bullying and harassment procedure for officers and staff. PFEW will take positive steps to eliminate bullying and harassment by monitoring the workplace and investigating any allegations of unacceptable behaviour.

Responsibility is delegated to the National Secretary and/or appropriate sub-committee.

	Author	Date	Date to be reviewed	Change
Version 1	EP-KP	July 2015	July 2016	
Version 2	EP-KP	July 2016	July 2017	No change
Version 3	KP-EP	July 2017	July 2018	No change
Version 4	KP	January 2019	July 2020	Minor changes

Signed by:



National Chair



National Secretary