

ANTI-BULLYING AND HARRASSMENT POLICY



The CHURCH OF ENGLAND
The Diocese of Peterborough



Whitefriars Church,
Boughton Drive,
Rushden, NN10 9HX



THIS POLICY will be reviewed by the Parochial Church Council every three years.

This policy was last reviewed in September 2023.

This policy will be reviewed again in September 2026.

Signed: _____

Office: _____

STATEMENT OF COMMITMENT

The Church is required by God to foster relationships of the utmost integrity, truthfulness and trustworthiness. Abuse, harassment and bullying will not be tolerated by the Church. All complaints of abuse, harassment and bullying will be taken seriously and investigated.

What is bullying and harassment?

Any behaviour that could potentially undermine someone's dignity and respect should be regarded as unacceptable. Bullying may manifest itself in a variety of different ways. It is usually persistent, and often unpredictable, and can amount to severe psychological intimidation. Harassment, in general terms, is unwanted conduct affecting the dignity of the target. It may be related to age, gender, race, disability, religious belief (including theology or churchmanship), nationality or any personal characteristic of the individual. The point is that the actions or comments are viewed as demeaning and unacceptable to the recipient.

Standards of Behaviour

Bishops, Senior Staff, Rural/Area Deans, Clergy and Laity in this Diocese recognise the importance of setting a good example. They undertake to participate in training provided in support of this policy.

It is our policy that these matters are to be treated with confidentiality and that no action will be taken without the willing consent of the person who feels he or she has been the target.

Fair Procedures

When both the perpetrator and the target is a clergy person or a licensed lay minister, complaints may be brought under the Diocesan Grievance Procedure for Licensed Ministers. When the perpetrator is a clergy person, the target, or an archdeacon with the target's consent might make a complaint under the Clergy Discipline Measure 2003. Where the perpetrator is an employee of the Diocese, the Diocese's grievance procedure may be followed.

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When the perpetrator is a lay person who is on the electoral roll of the church, and the target is either ordained or lay, complaints may, with the target's consent, be dealt with in one of a number of ways according to the circumstances. These may include mediation or legal action.

Specially training harassment Advisors will be available to offer, in confidence, advice and information to a person being targeted. They may also channel complaints or negotiate/mediate between parties concerned. Other useful sources of support are available.

False Accusation

False accusations are a serious matter. The behaviour of anyone who is found to have been made an unfounded, deliberately malicious complaint or allegation will be regarded with the utmost seriousness and where possible formal action will be taken.

Implementation

The Vicar is responsible for encouraging and monitoring the implementation of this policy. During an Interregnum, the church wardens and/or the Parish Safeguarding Officer has this responsibility.

The original of this policy was amended from the Diocesan Policy and initially approved by the PCC on 19 September 2016.