

The Parish of St Paul's Harlow and St Mary's Little Parndon

POLICY ON PREVENTING BULLYING AND HARASSMENT – GETTING ON TOGETHER

The following policy was agreed at the Parochial Church Council (PCC) meeting held on 25th September 2025 and reviewed on the date shown below. This policy will be reviewed every year to monitor the progress which has been achieved.

In accordance with Church of England and Diocesan Policy, our church is committed to:

- Promoting a safer environment and culture for all.
- Responding promptly to every harassment or bullying concern or allegation.
- Caring pastorally for victims of harassment or bullying and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of harassment or bullying and other affected persons.

The parish adopts the guidelines of the Chelmsford Diocese contained in Getting on Together: Encouraging positive relationships and preventing bullying and harassment

What is harassment or bullying -

'Any behaviour, always involving a misuse of power, which an individual or group knows, or ought reasonably to know, could have the potential effect of offending, humiliating, intimidating or isolating an individual or group should be regarded as unacceptable and becomes 'bullying' or 'harassing behaviour' when it causes actual harm or distress to the target(s), normally but not exclusively after a series of incidents over a prolonged period of time. Lack of intent does not diminish, excuse or negate the impact on the target, or the distress caused.'

[Getting on Together: Encouraging positive relationships and preventing bullying and harassment]

The Parish will:

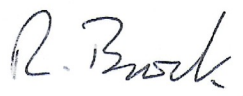
1. Seek to build a culture of mutual respect where individuals, whether lay or ordained, feel respected and safe, and treat one another with dignity.
2. Display in church premises and on the Parish website the details of who to contact if there are bullying or harassment concerns or support needs.
3. Listen to and take seriously all those who report harassment or bullying.
4. Review the implementation of the Bullying and Harassment Policy, Procedures and Practices annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

This policy does not apply to children, for whom the 'Parish Safeguarding of Children Policy' is in place.

Incumbent : (Vacancy)

Signed : Robert Brock



Lay Chair

Churchwarden : Carol Squires

Date approved 25th September 2025

Next review due September 2026

In the event of concerns as to any matter relating to harassment or bullying, please contact any member of the Clergy team, a Churchwarden, or the appointed Parish Safeguarding Officer.