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## **Angling Trust**

PD04a – AT Safeguarding Anti-Bullying and Anti-Harassment Policy (Members, volunteers and staff)

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## 2. INTRODUCTION

We believe that having a culture that is diverse, equitable, inclusive and safe is core to everything we strive to achieve and to the environment we wish to protect for everyone involved with our organisation.

This Safeguarding Anti-Bullying and Anti-Harassment Policy applies to **all children, young people, and adults** involved with the **Angling Trust**, including all Angling Trust staff, volunteers, contractors, sponsors, suppliers, members, coaches, participants, event organisers, fisheries, and anglers associated with Angling Trust and its partners. Bullying, harassment and victimisation undermine wellbeing, participation and trust and will not be tolerated.

The Angling Trust is committed to creating an environment where **everyone feels safe, valued, and respected**.

Bullying and/or harassment of any kind is unacceptable within the Angling Trust community. Everyone has a responsibility to prevent, challenge, and report this behaviour.

This policy explains:

- what bullying and harassment are;
- how we prevent them;
- how concerns or complaints will be handled; and
- how we support those affected.

This policy supports and sits alongside our Equality, Diversity and Inclusion Policy.

## 3. SCOPE

This policy applies to **everyone involved with our organisation**, including all Angling Trust staff, volunteers, contractors, sponsors, suppliers, members, coaches, participants, event organisers, fisheries, and anglers associated with Angling Trust and its partners.

It applies to conduct:

- during organisational activities;
- at meetings, events, trips and social occasions;
- online, including email and social media;
- when representing the organisation; and
- between members, volunteers, staff or third parties.

## 4. OUR COMMITMENT TO YOU

We are committed to taking proactive steps to prevent bullying and harassment by:

- ensuring that members, volunteers and staff understand expected standards of behaviour;
- providing appropriate information, guidance and training on equality, dignity and respect;
- ensuring leaders, trustees and managers understand their responsibilities under this policy;
- promoting a culture where people feel safe to speak up;
- monitoring culture through feedback, surveys, discussions and exit conversations;
- undertaking risk assessments to reduce the risk of harassment, including sexual harassment, during our activities; and
- clearly communicating our **zero-tolerance approach** to bullying and harassment.

We are committed to providing a safe, inclusive and respectful environment that supports wellbeing, participation and belonging.

## 5. WHAT WE EXPECT FROM EVERYONE

We expect **all members, volunteers and others involved with the organisation** to:

- treat others with dignity, courtesy and respect;
- act in a way that reflects our values at all times;
- avoid behaviour that could reasonably be perceived as bullying, harassing or intimidating;
- challenge inappropriate behaviour (where safe to do so); and
- report concerns promptly.

There is no acceptable justification for bullying or harassment. Even if behaviour is intended as a joke or was not meant to offend, **it is the impact on the person experiencing it that matters.**

This policy applies equally at organisational events, trips, social occasions and online spaces. Breaches may result in proportionate action, including removal from roles, suspension of membership or disciplinary action (where applicable).

## 6. WHO IS PROTECTED FROM HARASSMENT

Under the Equality Act 2010, harassment is unlawful when related to a protected characteristic, including:

- disability
- sex
- gender reassignment
- marriage or civil partnership
- race
- religion or belief
- sexual orientation
- age

We also consider harassment related to pregnancy, maternity or any other personal characteristic to be unacceptable, whether or not it is legally protected.

### 6.1. Meaning of harassment

Harassment is unwanted conduct related to a protected characteristic that has the purpose or effect of:

- violating someone's dignity; or
- creating an intimidating, hostile, degrading, humiliating or offensive environment.

Harassment may occur:

- by perception (for example, assuming someone has a protected characteristic); or
- by association (for example, because of a family member or friend).

### 6.2. Examples of harassment

This may include (not an exhaustive list):

- offensive "banter", jokes or taunts;
- unwanted physical contact or threatening behaviour;
- excluding or marginalising someone from activities;
- derogatory comments about appearance linked to a protected characteristic;
- offensive comments about religion, disability, gender identity or sexuality;
- repeatedly using incorrect names or pronouns after being corrected;
- displaying or sharing offensive images or content; or
- outing someone against their wishes.

### 6.3. Meaning of sexual harassment

Sexual harassment is unwanted conduct of a sexual nature that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

This may include:

- unwelcome physical contact;
- sexually suggestive comments or gestures;
- persistent unwanted social or personal invitations;
- sharing sexual or pornographic material;
- comments about appearance or clothing of a sexual nature; or
- gossip or speculation about someone's sexuality or gender identity.

We will take reasonable and proportionate steps to prevent sexual harassment during our activities and when people are acting on behalf of the organisation.

## 7. BULLYING

Bullying is behaviour that is offensive, intimidating, malicious or abusive, or an abuse or misuse of power, which undermines, humiliates or injures the person experiencing it.

Bullying can be:

- verbal, physical or non-verbal;
- face-to-face or online; and
- a single serious incident or repeated behaviour.

Legitimate, proportionate and constructive feedback or instructions do **not** amount to bullying.

## 8. MICROAGGRESSIONS

Microaggressions are subtle, often unintentional behaviours or comments that negatively impact people from marginalised groups. While they may seem minor in isolation, their cumulative effect can be harmful.

Serious or repeated microaggressions may constitute bullying, harassment or discrimination.

## 9. WHAT TO DO IF YOU EXPERIENCE OR WITNESS BULLYING OR HARASSMENT

### 9.1. Informal options

If you feel safe and able to do so, you may:

- tell the person that their behaviour is unwelcome and ask them to stop; or
- seek support from a Manager, Welfare Officer or, the Designated Safeguarding Lead .
- We will respect your wishes wherever possible, but if there are safeguarding concerns or risks to others, we may need to act.

### 9.2. Third-party behaviour

Bullying or harassment by third parties will not be tolerated. Concerns should be reported as soon as possible so appropriate action can be taken.

### 9.3. Formal process

If informal steps are not appropriate or have not resolved the issue, a formal complaint may be raised.

The formal process will:

- be handled sensitively, fairly and objectively;
- involve gathering relevant information;
- respect confidentiality as far as possible; and
- result in appropriate and proportionate action if concerns are upheld.

Possible outcomes may include training, mediation, restrictions on involvement, removal from roles, suspension or termination of membership or engagement.

#### 9.4. Appeals

If you are dissatisfied with the outcome, you may appeal in writing, setting out your reasons. An appropriate person not previously involved will review the appeal and confirm the final outcome in writing.

### 10. SUPPORT

We recognise that bullying or harassment can be distressing. We will take reasonable steps to support anyone affected, including considering temporary adjustments to roles or activities while matters are being addressed.

Anyone who raises a concern or participates in a process in good faith must not be victimised or treated detrimentally.

### 11. CONFIDENTIALITY

All parties involved are expected to treat matters sensitively and confidentially and in accordance with our Data Privacy Policy. Breaches of confidentiality may result in action being taken.

### 12. MONITORING AND REVIEW

This policy is reviewed annually and whenever necessary to ensure it remains effective and reflects safeguarding responsibilities and best practice.

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