

Harassment and Bullying Policy

Policy Statement

Intec Business Colleges Ltd believe that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff, visitors and learners enabling them to achieve their full potential. Bullying isn't unlawful but it is similar to harassment which is against the law.

As stated within the Equality Act 2010, Intec will not tolerate discrimination or behaviour that is bullying or harassment. As an employee, learner or visitor to Intec you have the right:

- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach your full potential
- To be provided with a safe, supportive and welcoming environment

You have the responsibility:

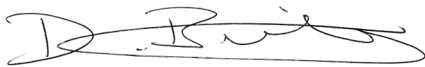
- To treat others with respect and dignity
- To treat others fairly with regards to all procedures, assessments and choices
- To encourage others to reach their full potential
- To contribute to providing a safe, supportive and welcoming environment

Policy Review

This policy is reviewed annually by the Intec Safety, Health, Equality, Diversity and Safeguarding (SHEDS) Group, organised by the group lead on equality.

Policy last reviewed: March 2022
Next review date: March 2023

Additionally this policy will be reviewed as a result of legislative changes between dates.



Darren Bunting
Managing Director