



Harassment & Bullying Policy

Spice Childcare recognises that children, staff and parents have the right to work and be in an environment where each individual is respected, and is free from harassment and bullying on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief.

Harassment and bullying takes many different forms, and these are a breach of Spice Childcare's Inclusion and Equality Policy. It is classed as a serious offence, which may result in exclusion or dismissal under our Dealing with Discriminatory Behaviour Policy, and our Disciplinary and Grievance Policy.

Any allegations of harassment and bullying will be taken seriously. They will be dealt with immediately, in a prompt, sensitive and unbiased way, by the management.

Records of all allegations of harassment and bullying will be kept in a confidential way.

Internal use only

This policy was adopted on	
Signed on behalf of Spice Childcare	
Date for review	