



Charity number 1197599

Anti-Harassment Policy for Brereton Big Local CIO (EVENTS)

Introduction

Brereton Big Local CIO hosts events such as parades and carnivals throughout the year. Many of the events are aimed at families within the community and supported with our many volunteers. Events held can host between 4000 – 6000 residents. The events are intended to provide fun, happiness, bring the community together and raise funds to support residents in the area. Brereton Big Local CIO also endeavour to provide a safe environment and space and hold a zero-tolerance policy towards any harassment towards event organisers, trustees, volunteers, or attendees at events hosted.

Define Harassment

Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010. Harassment can be an unwanted behaviour related to one of the following:

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

However, this list is not exhaustive.

Harassment can be exhibited by:

- Verbal abuse, shouting, swearing, name calling or vulgarity.
- Threats or physical abuse.
- Intimidation.
- Cruel comments, belittling and insulting.
- Aggressive behaviour.
- Sexual harassment, unwanted touching, or stalking.
- Personal and offensive jokes.
- Invading a person's privacy or belongings.

Brereton Big Local's ZERO tolerance policy towards harassment.

Brereton Big Local CIO will endeavour to provide a safe environment for all to enjoy the events. Safety, of trustees, volunteers/staff and attendees, or stall holders is paramount. However, there may be incidents where harassment occurs. These are more likely to occur the greater the volume of attendees or if there is alcohol sold at an event.

Depending on the nature of the harassment will depend on the action taken. Brereton Big Local CIO will inform all marshals of the procedures in place. Good practice:

- Create a distraction to interrupt an unhealthy dynamic, such as by engaging the victim or harasser in conversation. Humour is often a good distraction.
- Ask the subject of harassment directly whether he or she feels safe or wants help, be confident, respectful, and friendly to all involved.
- Refer to authority, such as calling on an event organiser to step in.



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- Enlist others to assist, such as by suggesting that a friend of the harasser or the victim check on them or escort them away from the scene.

If further intervention is still required and the harasser is NOT deemed to be physically violent then marshals or event organisers may request that the person has a 'cool off' period or may be required to leave the event.

As a final resort if any member of the public, marshal team, event organisers or stall holders feel that the behaviour demonstrated cannot be managed internally then 999 will be called immediately. Event organisers and marshals will escort the public to a safe place.

Marshals, members of the public or event organisers should NOT put themselves in danger, nor must they attempt to restrain the harasser.

If required, at an appropriate time, the victim of the harasser will be asked to complete the Brereton Big Local CIO Health and Safety, Welfare and Safeguarding Incident Reporting Form, subsequently this will be followed up with any support required and with consent shared with the required bodies.

Follow up Procedures.

The target of the harassment will have a follow up to see if any further support from Brereton Big Local CIO is required.

If the harasser is an employee of Big Local CIO:

- The staff disciplinary policy and procedure will be referred to and followed.

If the harasser is a Trustee of Brereton Big Local CIO:

- The Code of Conduct policy will be referred to and followed.

If the harasser is a volunteer for Brereton Big Local CIO:

- The volunteer handbook will be referred to and procedures followed.