



The Adnams Community Trust Bullying and Harassment Statement

1 Definitions

ACAS have defined bullying as “offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.”

Harassment is defined by ACAS as “unwanted conduct that has the purpose or effect of violating people’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.”

2 Position Statement

The trustees of the Adnams Community Trust are committed to treating everyone with dignity and respect and to providing a safe and welcoming atmosphere for everyone connected with the Trust. However, as the Trust has no employees or volunteers and does not employ contractors, consultants or agency staff the trustees do not feel it is necessary for the Trust to have a written policy on bullying and harassment.

The Trust’s Administrator and Finance Officer are both employees of Adnams plc and are covered by Adnams’ Harassment and Bullying at Work policy.