

Wrestle Carnival Dignity at Work Policy

1 Introduction

1.1 Wrestle Carnival values everyone who works for it or attends its productions equally, whether they work full or part time, are employed or self-employed artists or they are consumers of the product.

1.2 Wrestle Carnival is committed to providing a work environment and culture in which everyone that we work with - are treated with dignity and respect, free from bullying, intimidation and harassment.

1.3 We recognise that harassment and bullying are serious offences and we will not tolerate any form of harassment or bullying by or of our staff, performers, trainers, event attendees or others that we deal with.

1.4 We will work with all parties involved to resolve complaints of harassment and bullying. To achieve this, we will ensure that procedures are in place for the reporting of complaints, we will deal with all complaints promptly, fairly and confidentially and we will allow all parties concerned the opportunity to make their case and to appeal a judgement if they feel that it is unfair.

1.5 Where bullying or harassment is found to have occurred we will take appropriate action against the perpetrators.

1.6 This policy will be reviewed periodically by Wrestle Carnival's management and amended if required by changes in legislation or significant developments in employment law practice.

Equality: – Wrestle Carnival is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, workers, office holders, volunteers, participants or fans are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Safeguarding: – Wrestle Carnival is fully committed to the safety of our athletes, personnel paid or voluntary and fan or all age groups, our approach to safeguarding is based on the principles recognised within UK and International legislation and Government guidance. The company hold a zero tolerance to any forms of abuse such as racism, sexual abuse, homophobic

behaviours, grooming or any other abuse which is deemed inappropriate or unwanted from athletes, personnel paid or voluntary and fan or all age groups

2. Policy Aims

This policy is intended to:

- increase awareness of what is unacceptable behaviour;
- increase awareness that any form of harassment is unacceptable;
- provide a mechanism for complainants to report cases for resolution; and
- provide a mechanism for complaints to be properly investigated and addressed.

3. What are Harassment & Bullying?

3.1 Harassment is defined as any unwelcome behaviour that has the effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Harassment may be related to "protected characteristics" under the Equality Act 2010, i.e: a person's age, disability, gender reassignment, race, religion/ belief, sex, sexual orientation, marriage/civil partnership and pregnancy/maternity or to a personal habit or characteristic. It may also be related to issues such as work status (e.g. part time work), trade union membership or non-membership. Harassment can take many forms and may be directed at one person or at several.

3.2 Bullying is offensive treatment through vindictive, cruel, malicious or humiliating attempts to undermine an individual employee or group of employees. Bullying may combine a variety of different approaches – it can be physical, verbal or non-verbal. It can be experienced from manager to subordinate, subordinate to manager, peer to peer, group of staff to individual. It is insidious (in other words, implied criticism rather than actually stated) and undermines the ability and confidence of the person on the receiving end. Such persistently negative attacks on personal or professional performance are often not apparent to anyone else.

3.3 Harassment and bullying can be evidenced in many ways including offensive emails, text or social media content, unwanted physical conduct, suggestive comments, offensive comments. Comments do not have to be directed at the victim, for example commenting on a person's partner's race or disability would be harassment. They do not have to be true, e.g.: comments about a person's perceived sexual orientation could be harassment whatever their actual sexual orientation.

4. When is Behaviour Unacceptable?

4.1 In order to assess whether bullying or harassment has taken place we will consider if the behaviour complained of is unacceptable by reasonable normal working standards and if it is harmful or unwelcome to the person or people on the receiving end. Perpetrators may not be aware that their actions amount to harassment, however, what matters is the effect of their actions. A one-off act, if serious, can amount to bullying or harassment. There is recognition that perpetrators may be members of the public and management have a duty of care towards those that work for them.

4.2 Examples of unacceptable behaviour include:

- derogatory comments, offensive language, remarks or jokes;
- spreading malicious rumours or insulting someone;
- insulting behaviours or gestures;
- displaying offensive or suggestive literature or remarks;
- intrusion by pestering, spying or stalking;
- embarrassing, threatening, humiliating, patronising or intimidating remarks;
- unwanted physical contact;
- physical or verbal assault, such as shouting;
- unwelcome sexual advances, such as touching or standing too close;
- undermining a person's self-esteem, for example by constantly making unfavourable comparisons with others or belittling their status;
- deliberately undermining a competent worker by overloading or under loading them with work, and constantly criticising them;
- excluding or isolating a colleague, not co-operating with them or victimising them;

5. What should you do about Harassment or Bullying? Informal Procedure

5.1 Try to talk about it: We aim to create an environment in which people feel safe to speak out about harassment or bullying without fear. If you believe that you or anyone else has been harassed or bullied, consider if you feel your workplace is a safe environment. If so consider the following possible actions –

- If you feel able, it could be a constructive first step to tell the person or people concerned that you do not consent to the behaviour that is being directed at you and that it should stop immediately. In asking them to stop, you are making it clear that their behaviour has made you

feel bullied, harassed or unsafe. This gives them an opportunity to stop without anyone else being involved.

- If you do not feel able to make a personal approach, but still wish to keep things informal, you could contact Equity or a member of the Wrestle Carnival management team to speak to that person on your behalf.

5.2 Put it in writing: Alternatively, you can write to the person or people concerned, keeping a dated copy of the letter.

5.3 This kind of informal action may be enough to end the harassment or bullying, especially if the accused person is unaware that he or she is causing harm. An informal approach, however, may not be sufficient if the person/people concerned do not take responsibility for the action or dispute(s) the allegation.

5.4 If you feel that you are the victim of unacceptable behaviour keep a record of events, incidents and also any informal action that you would like the Wrestle Carnival management to undertake

6. What should you do about Harassment or Bullying? Mediation

6.1 Once Wrestle Carnival has followed up your concern and confirmed an outcome, if you are unhappy with the informal resolution you can choose to formally raise a grievance with management or contact Equity who will then investigate the issue on your behalf.

7. Formal Procedure

7.1 If informal action has not resulted in a satisfactory outcome you can raise a grievance with Wrestle Carnival. They will then undertake the formal grievance procedure as laid out in their Disciplinary & Grievance Policy.