



Blue Light Sports Foundation CIO
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BULLYING AND HARASSMENT POLICY

Dated 16th April 2026

Purpose

Blue Light Sports Foundation is committed to providing a safe, respectful and inclusive environment for all trustees, staff, volunteers, and service users. Bullying and harassment will not be tolerated under any circumstances.

Scope

This policy applies to everyone involved with the charity, whether on our premises, working remotely, or representing us at external events.

Definitions

- **Bullying:** Repeated, unreasonable behaviour that demeans, intimidates, or undermines an individual.
- **Harassment:** Unwanted conduct related to a protected characteristics (e.g., age, disability, gender, race, religion, sexual orientation) that violates dignity or creates a hostile environment.

Responsibilities

- **Trustees and Managers:** Lead by example, address concerns promptly, and ensure this policy is upheld.
- **All individuals:** Treat others with respect, report incidents, and cooperate with investigation.

Reporting Procedure

- Concerns should be raised with a line manager, trustee, or designated safeguarding officer.
- Reports will be handled confidentially, with sensitivity and without victimisation.
- Anonymous reports will be considered, though may limit the ability to investigate fully.

Investigation and Outcome

- All allegations will be investigated promptly and fairly.
- Where misconduct is found, appropriate action will be taken, which may include mediation, training, or disciplinary measures up to dismissal or removal from role.

Support

- Blue Light Sports Foundation will offer access to support services, such as counselling or mediation, for anyone affected.

Support

- This policy will be reviewed annually to ensure it remains effective and relevant.

Signed

A handwritten signature in black ink, appearing to read "G. Callier". The signature is written in a cursive, flowing style.

Gary Callier
Founder and Operations Manager