

# NEW FROST HALL POLICY DOCUMENT

## TRUSTEE DIVERSITY, INCLUSION, BULLYING AND HARASSMENT POLICY

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### Trustee Diversity, Inclusion, Bullying and Harassment Policy

The New Frost Hall is committed to maintaining a safe, inclusive and respectful environment for all volunteers, beneficiaries and stakeholders. We believe that diversity is an asset and are dedicated to creating a community that is free from all forms of bullying and harassment. This policy outlines our commitment to promoting diversity and preventing bullying and harassment within our charity.

#### Diversity and Inclusion

The New Frost Hall recognises and celebrates the diversity of our volunteers and the communities we serve. We value and respect differences in age, gender, race, ethnicity, religion, sexual orientation, disability, and other characteristics that make each individual unique.

We are committed to providing equal opportunities for all volunteers and committee members, regardless of their background or characteristics and will not discriminate.

#### Bullying and Harassment Prevention

Bullying and harassment in any form will not be tolerated within the New Frost Hall. This includes verbal, physical or visual harassment, as well as any form of intimidation or discrimination. Volunteers and committee members are expected to treat each other with respect and dignity at all times.

#### Procedures

Committee members or volunteers who experience or witness bullying or harassment are encouraged to report the incident to the chairman of New Frost Hall. Reports can be made in writing or through any other appropriate channels.

#### Investigation and Resolution

The New Frost trustees are committed to investigating all reports of bullying and harassment promptly and impartially. All investigations will be conducted discreetly, respecting the privacy of all parties involved.

Appropriate action will be taken if bullying and harassment is determined to have occurred. This may include termination of the volunteer's or committee member's engagement with the charity.

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### Awareness

The New Frost Hall trustees are encouraged to familiarise themselves with current guidance to better understand how to prevent and address these issues.

### Conclusion

The New Frost Hall trustees are committed to fostering a culture of diversity, inclusion and respect among our volunteers and the communities we serve. By adhering to this policy we can ensure that we remain a safe and welcoming place for all, where everyone is valued and treated with respect and dignity.

This policy will be reviewed annually

Revision	Approved by	Approval Date	Main Changes	Next Review
Draft	Policy sub committee	Date	First issue	Date

The designated contact person is the Chairman of New Frost Hall Committee